



Oregon Paid Family and Medical Leave

The First PFMLI Newsletter is here!

We are five months into the new year and want to share our progress! **We at the PFMLI Division want to let you know what we are doing and how you can stay involved because, to us, your voice matters!**

What is the Paid Family and Medical Leave Insurance (PFMLI) program?

In 2019, House Bill 2005 passed through the Oregon Legislature, which required the Oregon Employment Department (OED) to create a PFMLI program for all Oregonians. PFMLI benefits are for eligible Oregon employers and workers who need to take time off from work during family or medical situations, or when they are experiencing domestic violence or sexual harassment.

The Employment Department's PFMLI Division is working to provide easily accessible benefits that help Oregon workers and their employers maintain quality of life, economic stability, and peace of mind. Our goal is to create a program that enables all individuals to participate in both the program's planning and implementation with us.

For more information about Oregon's PFMLI program, [visit our website](#).

PFMLI Program Updates

What's next for the PFMLI Division?

- **We have requested a change to the program's implementation timeline.** It's been an unprecedented year. COVID-19 has disrupted almost every aspect of Oregonians' lives, and because of the pandemic-related recession, OED has had to focus nearly *all* of its efforts on administering unemployment insurance benefits to hundreds of thousands of Oregonians. If we want to build a strong PFMLI program for Oregon, we need more time to do so. **Changing the timeline will allow us to adequately develop an equitable and accessible program right from the very beginning.** [Visit our website](#) for more information about the requested timeline change.
- **We are focusing on building technical systems and solutions** that will make the experience of applying for benefits and paying contributions into the program's fund as seamless and easy as possible. After working closely with stakeholders, **OED decided to deliver the technology components for collecting contributions, or taxes, to the Unemployment Insurance (UI) Modernization Project.** We also decided that **PFMLI benefits will be administered by OED.** We

have not yet decided if the technology to administer PFMLI benefits will also be included in the Modernization Project.

- After reviewing your feedback, **we are re-evaluating the proposed rulemaking process**. Our goal is to create program rules that are easily understood and allow for meaningful feedback. **We plan to share more rules on our website when they are available so we can continue to get your valuable input.**
- **We are laying the groundwork to increase public engagement.** PFMLI is a complex program that will impact all Oregonians in different ways. We want the program to be equitable and accessible to everyone, so we're going to be reaching out to make sure we hear from you and can identify your needs. Stay tuned for future newsletters to learn more about upcoming events and other opportunities to get involved!

Get in touch

We want to create a program that's informed by the needs and experiences of real Oregonians. Do you know someone who might be interested in paid family and medical leave insurance? Send them a link to our [website](#), and encourage them to sign up for [PFMLI email updates](#)!

We welcome input and want to hear from everyone who has ideas to share. **If you have questions or concerns, please send an email to PaidFamilyAndMedicalLeave@oregon.gov.**