

Paid Leave Oregon & New Model Notice Requirements

Paid Leave Oregon is a statewide paid family and medical leave program funded through employer and employee contributions in the form of payroll deductions starting January 1, 2023. Paid Leave Oregon will provide up to 12 weeks paid leave benefits to Oregon employees for a variety of leave reasons, including the birth or adoption of a child, to care for the employee's own or a family member's serious health condition or safe leave after experiencing sexual assault, domestic violence, harassment, or stalking beginning on September 3, 2023.

As an alternative to participating in the state-run Paid Leave Oregon Insurance plan, employers may comply through the offering of an equivalent plan. An equivalent plan provides benefits to employees that are equal to or greater than those provided by the state through the Paid Leave Oregon program. Employers must submit an equivalent plan application to Paid Leave Oregon for approval. Once an approved plan is effective, the employer is not required to collect and pay contributions to Paid Leave Oregon, and employees apply for and receive paid leave benefits through their employer's equivalent plan.

Employer Model Notice Requirement

As an employer, you're responsible for posting the state's model notice that tells your employees about Paid Leave Oregon including: their rights, how to file a claim, and that their job is protected. Employers with Equivalent Plans will need to post both the Equivalent Plan version and the Standard Model Notice Poster (that outlines filing through the State). This dual requirement is meant to provide full information to your employee in the event they may qualify for benefits under the state's program instead of your equivalent plan. The State's Standard Model Notice Poster can be found [here](#), while the Equivalent Plan version is forthcoming.

Important Dates to Know

- By **Jan. 1, 2023**, Employers are required to post the model notice poster(s) at each work site, and they must provide it electronically or by mail to any remote workers.
- On **Jan. 1, 2023**, contributions begin. Any employer that does not have an approved equivalent plan by January 1, 2023 is required to hold employee contributions in trust beginning on this date. Employers with less than 25 employees are not required to pay the employer portion of the Paid Leave Oregon premium. Employers who successfully completed the Declaration of Intent to offer an equivalent plan by November 30, 2022 are required to hold employee premiums in trust until their equivalent plan application is approved.
- On **Sept. 3, 2023**, employees can start applying for benefits.