

Paid Leave Oregon Benefits Will Begin 9/3/2023

In a [press release](#) issued on 7/18/2023, the Oregon Employment Department confirmed Paid Leave Oregon benefits will begin on 9/3/2023. The Director of the Department reviewed the program's solvency, confirming that 2023 contributions held in the state's trust fund are sufficient to pay benefits and grant awards beginning 9/3/2023.

In May, [legislation](#) was passed which called for a quarterly solvency review of the Paid Leave Oregon trust fund. If the initial review had concluded the fund was insolvent, the program's benefits start date would have been delayed to 12/3/2023. Since the first solvency check has allowed the program to go live on 9/3/2023, as originally expected, we anticipate the state will be fully prepared to pay benefits and grant awards to qualified applicants beginning in September.

Going forward, the Director will review the fund's solvency on a quarterly basis no later than two weeks immediately following when quarterly reports are due. This creates the ability for the state to pause benefits and grant awards on a quarterly basis should the fund become insolvent. Once the program goes live on 9/3/2023, employers with a self-funded or fully-insured equivalent plan will not be tied to the state's quarterly solvency decisions and can continue to pay benefits under their equivalent plan even if payments pause under the state's plan. The ability to assess the solvency of the fund on a quarterly basis is set to expire on September 3, 2026 when the fund is expected to reach a level of maturity sufficient to support ongoing benefits payments long-term.

The Partners Group will continue to closely monitor the state's quarterly solvency decisions and keep our clients informed.