

Paid Leave Oregon

Effective September 3, 2023, employees in the state of Oregon may be eligible for the new Paid Leave Oregon program, which provides the following:

- Family leave to care for an eligible family member with a serious illness or injury or to bond with a new child after birth, adoption, or foster care placement
- Medical leave for the employee's own serious health condition
- Safe leave for survivors of sexual assault, domestic violence, harassment, or stalking

What you should know:

- Payroll taxes begin with the September payroll for EOU employees. Both workers and employers contribute to the fund through payroll taxes. Large employers (such as EOU) contribute 40%, and employees contribute 60% of the total contribution. The total contribution is set at 1% of wages. (For example, an employee earning \$1,000, the total contribution would be \$10.00. Of that, 40% (\$4.00) would be paid by the employer, and the employee would pay 60% (\$6.00)
- Who's covered – An employee who earned at least \$1,000 in the year may be eligible
- You can take up to 12 weeks of paid leave per year (up to 14 weeks for pregnancy-related medical leave). Paid leave will run concurrently with FMLA/OFLA leave where applicable.
- If you've worked for EOU for more than 90 days, your job is protected.
- The benefit amount you receive from The Standard Insurance will depend on your wages and income and the requirements set forth by the State of Oregon. (Claims are filed directly with The Standard, and payments come directly from them, not from EOU)
- Employees must notify their employer (through Human Resources) at least 30 days before taking the leave, or if the leave is unexpected, within 24 hours. (Additional documentation may be required)
- Employees will file claims for benefits directly with The Standard using the claim forms below.

Eligible Family Member Definition: spouse, same-gender domestic partner, custodial parent, non-custodial parent, adoptive parent, foster parent, biological parent, parent-in-law, parent of same-gender domestic partner, sibling, step-sibling, grandparent or grandchild of the employee, or a person with whom the employee is or was in a relationship of in loco parentis. It also includes the biological, adopted, foster, or stepchild of an employee or the child of an employee's same-gender domestic partner and any individual related by blood or affinity whose close association with a covered individual is the equivalent of a family member.

PAID LEAVE OREGON CLAIM PROCESS AND BENEFIT INFORMATION:

Steps to Filing a Claim for Paid Leave Oregon

1. Contact The Standard at 1-800-242-1888 to file your claim.
2. Complete the Online leave request through Mountie Hub and Contact Human Resources at **hr@eou.edu** or 541 962 3087 to notify them of the need for leave.
3. Submit any documentation requested by The Standard in a timely manner

While receiving payment through The Standard, if you do not receive a paycheck from EOU, you may need to self-pay the employee portion of your benefits that would normally come out of your paycheck. Please contact Human Resources at **hr@eou.edu** or 541 962 3087 for additional information.