

Paid Leave Oregon FAQ

- **What is Paid Leave Oregon?**
 - Paid Leave Oregon is a new program that allows employees in Oregon to take paid time off for important life events.
- **How Much do I Pay for Paid Leave Oregon?**
 - Both employees and employers with 25 or more employees contribute an Oregon Paid Leave premium, split 60/40. Employees pay 60% of the total 1% contribution rate. This is no more than 0.6% of your taxable wages of \$132,900 (for 2023). This means once your taxable wages reach \$132,900 (for 1 employer) in the calendar year, you do not pay contributions on wages above that amount. This amount is adjusted annually and beginning on January 1, 2024, it will match the Social Security Wage Cap.
 - Deductions will begin to come out of your paychecks as of September 1, 2023
- **Can I opt out of Paid Leave Oregon**
 - Employees are not required to apply for benefits but are not able to opt out of paying contributions.
- **What happens if I never use Paid Leave Oregon? Do I get my contributions back?**
 - If you never happen to use the Paid Leave Oregon benefits and you either leave or retire from Asante, you will not receive any monetary benefits from your contributions to Paid Leave Oregon.
- **What reasons can I take Paid Leave Oregon for?**
 - To care for a family member with a serious health condition
 - The birth of a child
 - Bonding with a child
 - In the first year after birth
 - After adoption
 - When they are placed in your home through foster care
 - For your own serious health condition
 - For survivors of sexual assault, domestic violence, harassment, or stalking
- **Does Paid Leave Oregon replace the Oregon Family Leave Act (OFLA)?**
 - No, Paid Leave Oregon does not replace OFLA. However, when an employee takes paid leave through Paid Leave Oregon and qualifies for OFLA and/or FMLA, the leaves will be run concurrently.
- **When do benefits for Paid Leave Oregon begin?**
 - Paid Leave Oregon will begin on September 3, 2023
 - If you require leave, you can contact MetLife on September 3rd or later to initiate your claim. 833-622-0135 / mybenefits.metlife.com
- **What is the maximum duration of Paid Leave Oregon?**
 - Paid Leave Oregon provides employees with a maximum of 12 weeks of paid leave per year, however, if a mother experiences complications with pregnancy or childbirth, they can be eligible for an additional 2 weeks.

• **How much will I be paid while on leave?**

- The amount depends on how much you earned the year before. Some employees will get 100% of their gross wages, while some will receive a portion of their weekly gross wages.

	Annual Earnings (Weekly Earnings)	Estimated One Week's Paid Leave Benefits
Minimum wage employee	\$28,080 (\$540)	\$540
Medium income employee	\$67,058 (\$1,289.58)	\$1,057.44
High income employee	\$132,900 or more (\$2,555.78 or more)	\$1,523.63

• **Can I supplement my pay from Paid Leave Oregon with Earned Time Off (ETO)?**

- Employees may choose to supplement Paid Leave Oregon pay by using ETO (or ESDP when available). When supplementing, the maximum number of ETO hours allowed per pay period when combined with Paid Leave Oregon pay cannot exceed 100% of your regular earnings.

• **How does Paid Leave Oregon work with my Short-Term Disability benefits?**

- Paid Leave Oregon and short-term disability will run concurrently, while eligible.
- Paid Leave Oregon will be the first payor on a claim and any short-term disability payments will be offset by payments received by Paid Leave Oregon.
- You will not receive more than 100% of your weekly wages.

• **How do I apply for Paid Leave Oregon?**

- Contact MetLife to initiate your Paid Leave Oregon Claim. You can reach them at 833-622-0135 and the web link will be mybenefits.metlife.com. The soonest you can apply for your leave is September 3, 2023.
- Make sure to enter your time missed into myAsanteTime as well.

• **Do I have to give Asante notice of my leave under Paid Leave Oregon?**

- Yes, per Asante leave policy employees must notify their supervisor at least 30 days in advance of leave or as soon as possible if 30 days advance notice is not possible. Requests should be submitted in myAsanteTime by selecting the "My Leave Request" option. For assistance, contact HR Absence Management at 541-789-5395 or by email at leaves@Asante.org.

• **How will I be paid?**

- MetLife will pay Paid Leave Oregon benefits on a weekly basis. Pay is retroactive from when your leave began.
- If you are on short term disability along with a Paid Leave Oregon claim, Paid Leave Oregon will be the first payor. Short term disability will be offset by payments made by Paid Leave Oregon. Short term disability payments will be received from The Standard, and Paid Leave Oregon payments will be received from Met Life.

- Asante will pay any supplemental benefits if you choose to supplement any of your pay with ETO or ESDP.
- **If I am already on leave when Paid Leave Oregon goes into effect, will I be eligible for benefits?**
 - You are not eligible for benefits for any absences prior to September 3, 2023. If you meet the eligibility criteria, you could be eligible for benefits starting on September 3, 2023.
 - Contact MetLife on or after September 3, 2023, to initiate your Paid Leave Oregon Claim. You can reach them at 833-622-0135 or mybenefits.metlife.com.
- **Can I use Paid Leave Oregon Intermittently?**
 - Yes, employees can use Paid Leave benefits on an intermittent schedule, however paid leave cannot be taken for less than a full day.
- **I have an open intermittent leave; will I need to provide a new certification form for Paid Leave Oregon?**
 - Yes, as Paid Leave Oregon is a new benefit, you will need to provide certification that the state requires for your leave if your leave was certified more than 30 days ago.
- **Will my Paid Leave Oregon Benefits be taxable?**
 - Yes, benefits from are generally taxable, depending on the type of leave the employee is taking:
 - Family leave benefits are fully taxable.
 - Safe leave benefits are fully taxable.
 - Medical leave benefits are taxable based on the ratio of employer contributions to total employer and employee contributions.
 - Employees can expect to receive a separate W2 from MetLife for benefits paid through Paid Leave Oregon.
- **Is Paid Leave Oregon job protected?**
 - Yes, as long as the employee has worked for their employer for a minimum of 90 days before taking Paid Leave Oregon.

Common Scenarios

- **My wife had a baby prior to September 3, 2023, can I apply for Paid Leave Oregon for bonding?**
 - Yes, as long as your baby was born on or after September 3, 2022 and it is within the first year.
- **Can I use Paid Leave Oregon if my child is sick and cannot go to day care?**
 - No, the child would not qualify for Paid Leave Oregon unless they had a serious health condition. This scenario could be eligible for the Sick Child benefit under OFLA.
- **I work for Asante in another state, am I eligible for Paid Leave Oregon?**
 - You are only eligible for Paid Leave Oregon if you work in the state of Oregon and pay Oregon state taxes. If you are a remote worker, the state you work in would be the state you are physically working in.