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Pay

- Be prepared & talk about inflation/cost of living
- Minimum wage July 1, 2023
- Oregon Agricultural Overtime
- Oregon proposed legislation on compensation:
 - HB 2057 (Contractor Liability for Subcontractor Unpaid Wages)
 - HB 2607/SB 428 (Equal Pay Act Amendments)
 - HB 3285/SB 925 (Disclosure of Pay/Benefits)

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New protected regarding harassment & discrimination


- Federal Speak Out Act
- The Oregon Workplace Fairness Act
- Oregon proposed legislation on discrimination
 - HB 2800 (Age Discrimination)
 - HB 3316 (Workplace Bullying)

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Time & Attendance

- Remote work is applied to where employees are physically present and working
- Meals and break periods responsibilities remain
- Hybrid work arrangements are not a good substitute for taking sick leave
- SECURE Act 2.0 requires employees that work 500 hours to participate in 401(k)/403(b)


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Paid Leave Oregon

- Family Leave – to care for a family member with a serious illness or injury, or to bond with a new child after birth, adoption or foster care placement.
- Medical Leave – during one’s own serious health condition.
- Safe Leave – for survivors of sexual assault, domestic violence, harassment, or stalking
- Who qualifies for as a “family member” meets a very broad definition


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Benefits

- Employees will be able to apply in September 2023.
- Time off with pay
 - 12 weeks a year
 - pregnant, have given birth or have health issues related to child-birth, + 2 weeks more
 - Increments 1 week or single days
- Job protections
- How you get paid

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Who is covered?

- You work in Oregon
- You earned at least \$1,000 the year before you apply for benefits
- You have a life event that qualifies you
- You ARE NOT automatically covered – but can choose coverage – if you’re self-employed or an independent contractor.
- Business employs 25 or more employees must contribute

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How is this funded?

- The Paid Leave program is funded by a trust fund. Both workers and employers contribute to the trust fund through payroll taxes.
- 1% of an employee's total wages effective 01/01/2023
- Employers will contribute 40% of this 1%, and employees will contribute 60% of this 1%

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Does this change current benefits?

Current benefits like PTO and sick time off or short-term disability insurance are NOT required to change because of this program.

More on how it works with vacation and paid sick time:

- Employees may choose to use BEFORE applying for Paid Leave Oregon
- Employers MAY NOT require employees to exhaust paid time off and paid sick time before applying
- Employees may use to top off Paid Leave Oregon benefits, if the weekly benefits are less than the employee's weekly wages.

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Giving notice

- Planned for: 30-day written notice
- Emergency 24 hours notice verbal followed up with written notice with in 3 days.
- Oregon Employment Department will notify employers

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Safe leave verification

- An employee may seek benefits for safe leave connected to domestic violence, harassment, sexual assault, or stalking
- They are asked to provide verification of the basis for the safe leave
- Exception granted for if there is a lack of access to services or due to concerns for the safety of the employee or their child

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Helpful Links

Paid Leave Oregon
paidleave.oregon.gov
 Nonprofit Association of Oregon
www.nonprofitoregon.org
 Oregon Bureau of Labor & Industries
www.oregon.gov/boli
 The Society for Human Resource Management
www.shrm.org
 National Council of Nonprofits
www.councilofnonprofits.org

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Thank You!

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Thank you

Thank you for attending!

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