



A program that allows workers in Oregon to take paid time off for some of life's most important moments that impact our families, health, and safety.



Paid Leave Advisory Committee Agenda August 6, 2026

- Welcome & Introductions
 - Member Roundtable
 - Approval of May Notes
- Agency Update
- 2027 Contribution Rate Setting
- Website Refresh Update
- Program Performance



2027 Contribution Rate Setting



Trust Fund Reserve Metric

- Idea to establish trust fund reserve metric as guideline for annual contribution rate setting
 - Set a range of months in the trust fund reserve that ensures program sustainability.
 - E.g, x-y months in reserve signals fund stability and the feasibility of a lower rate.



Paid Leave Benefit Assumptions

	2025 Assumptions	2026 Assumptions	2027 Assumptions
Program benefit usage	7.5%	8%	8%
Claim applications (approved)	135,000	142,000	150,000
Average leave duration	Bonding Leave: 11 weeks Family Leave: 5 weeks Medical Leave: 6 weeks Safe Leave: 8 weeks	Bonding Leave: 11 weeks Family Leave: 5 weeks Medical Leave: 6 weeks Safe Leave: 8 weeks	Bonding Leave: 11 weeks Family Leave: 5 weeks Medical Leave: 6 weeks Safe Leave: 8 weeks
Average weekly benefit amount	\$932	\$971	\$971

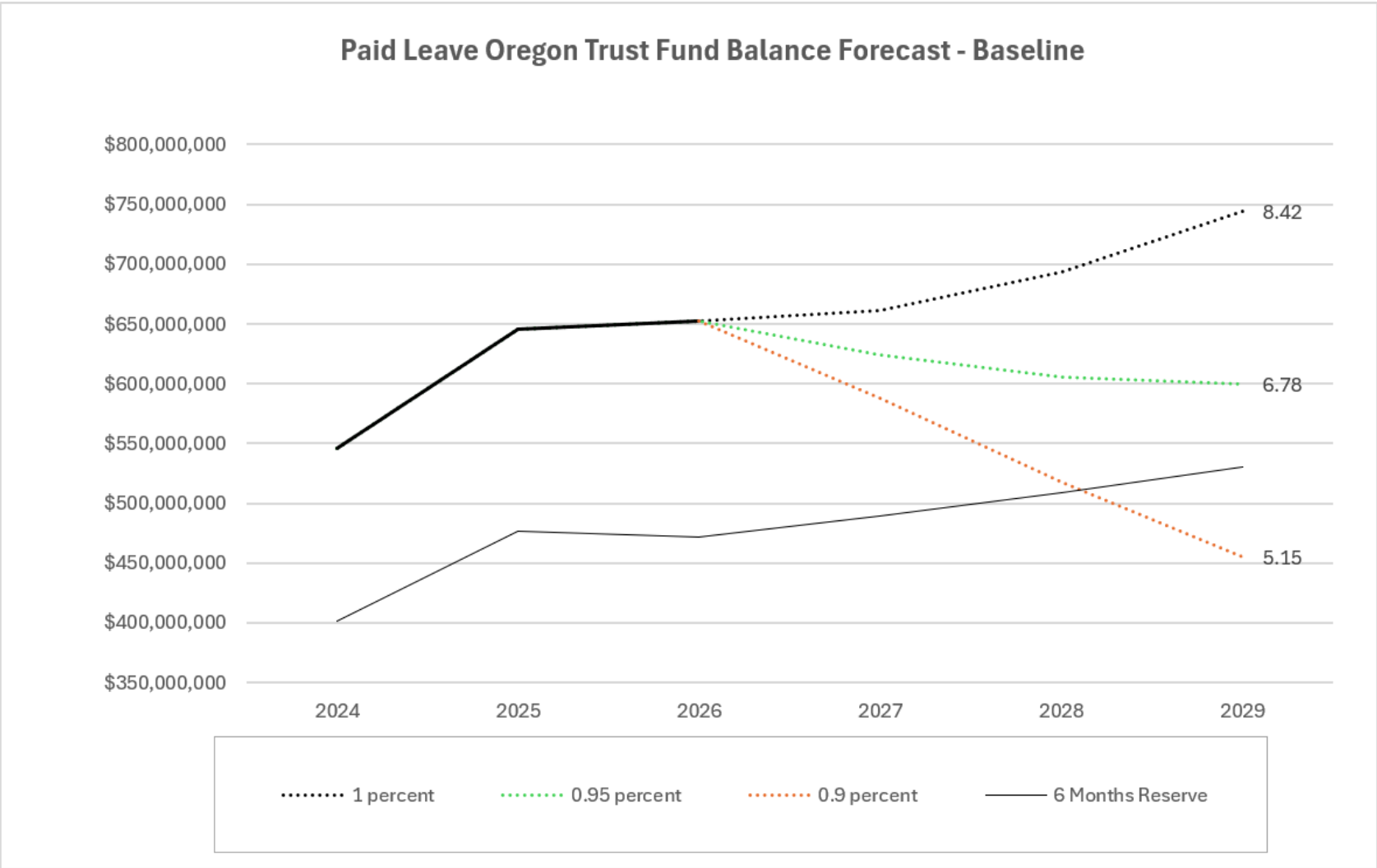


2027 Contribution Rate Scenarios

	Baseline Forecast		Optimistic Forecast		Pessimistic Forecast		Severe Recession Forecast	
2027 Rate	Ending Trust Fund Balance (in 1000s)	Months Reserve	Ending Trust Fund Balance (in 1000s)	Months Reserve	Ending Trust Fund Balance (in 1000s)	Months Reserve	Ending Trust Fund Balance (in 1000s)	Months Reserve
1% Rate	\$660,899	8.11	\$669,399	8.06	\$639,603	7.94	\$601,733	8.18
0.95% Rate	\$624,508	7.66	\$632,317	7.62	\$604,729	7.51	\$571,149	7.76
0.90% Rate	\$588,118	7.21	\$595,236	7.17	\$569,855	7.08	\$540,566	7.34



Trust Fund Balance Forecast 2027-2029 (1)



Trust Fund Balance Forecast 2027-2029 (2)

	2025	2026	2027	2028	2029
Trust Fund Balance – 1% (in 1000s)	645,294	652,203	660,899	693,910	744,448
Months Reserve – 1%	8.13	8.29	8.11	8.17	8.42
Trust Fund Balance – 0.95% (in 1000s)	645,294	652,203	624,508	605,970	599,712
Months Reserve – 0.95%	8.13	8.29	7.66	7.14	6.78
Trust Fund Balance – 0.9% (in 1000s)	645,294	652,203	588,118	518,030	454,976
Months Reserve – 0.9%	8.13	8.29	7.21	6.10	5.15



Paid Leave Staff Recommendation

- Proposal to **keep the contribution rate at 1%** for 2027, on the grounds of:
 - Trust Fund Reserve
 - Program Maturity
 - Benefit Utilization



Paid Leave Website Refresh

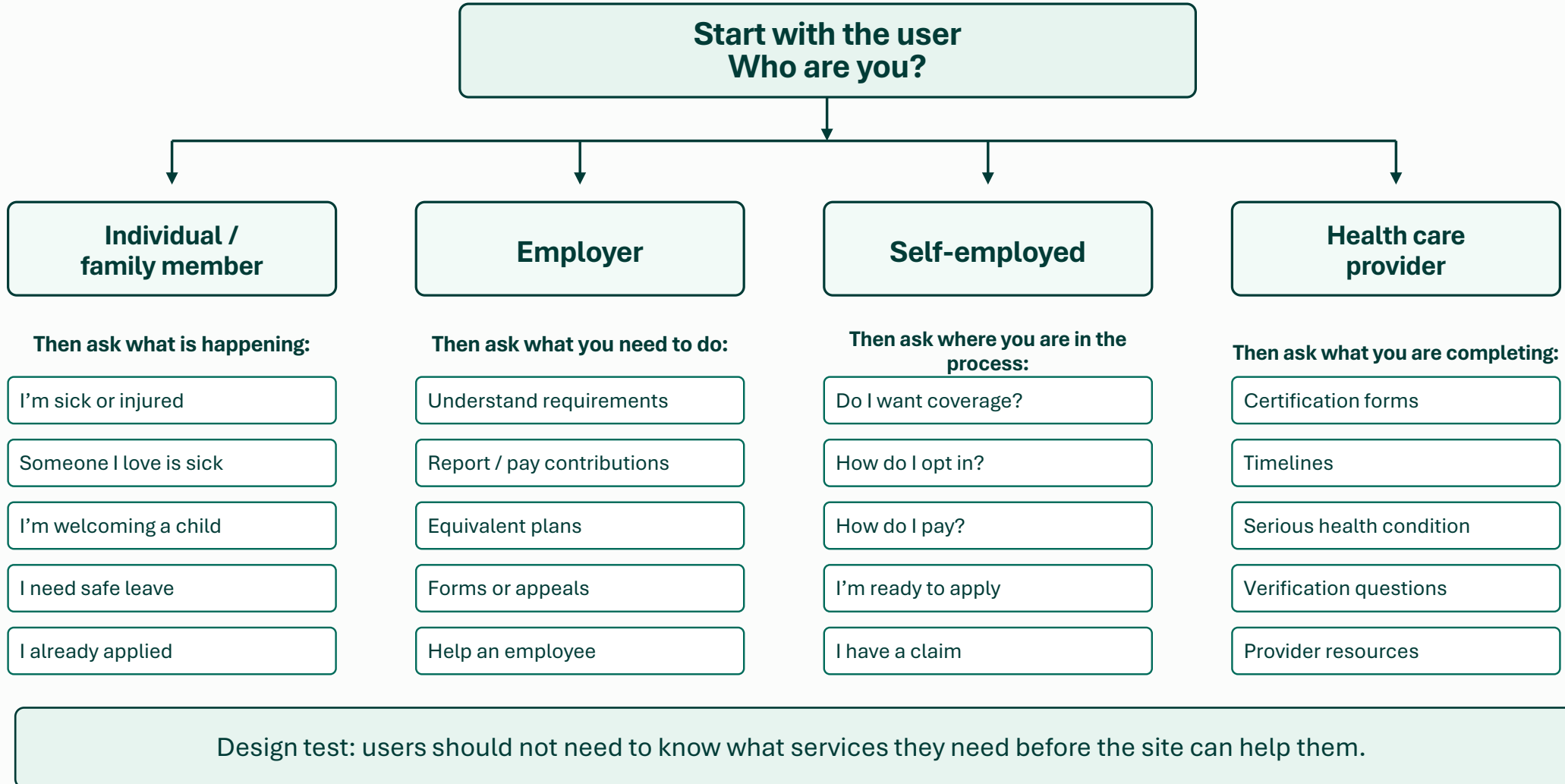


What we heard most

- People want the site to guide them.
- Navigation should start with who someone is, then what is happening.
- Common tasks need clearer paths: apply, upload documents, manage a claim, get help.
- Key concepts need plain-language explanations at the moment users need them.
- Search, mobile, language access, and Frances Online handoffs need to be easier.



Working principle: ask who, then what

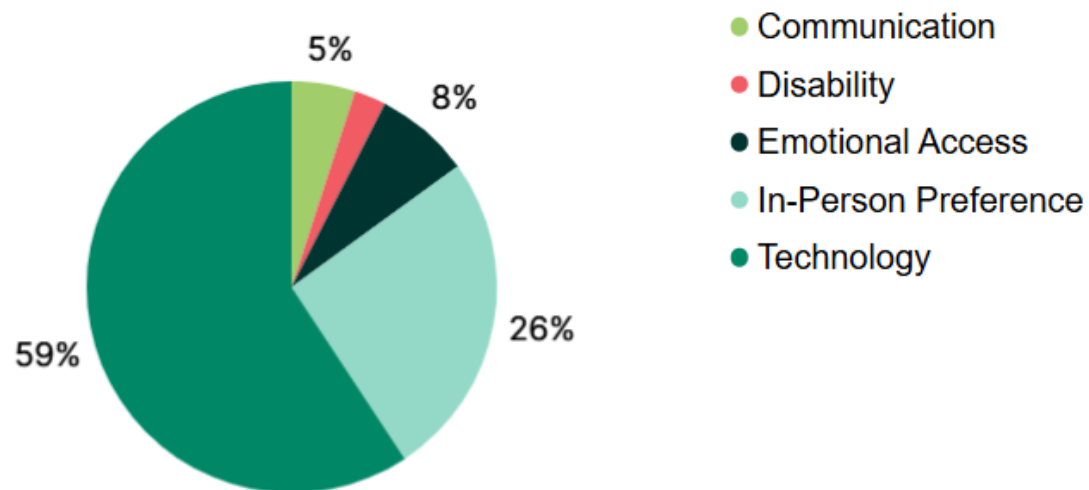


Program Performance



Connector Program - Impact Snapshot

Reason for Appointment

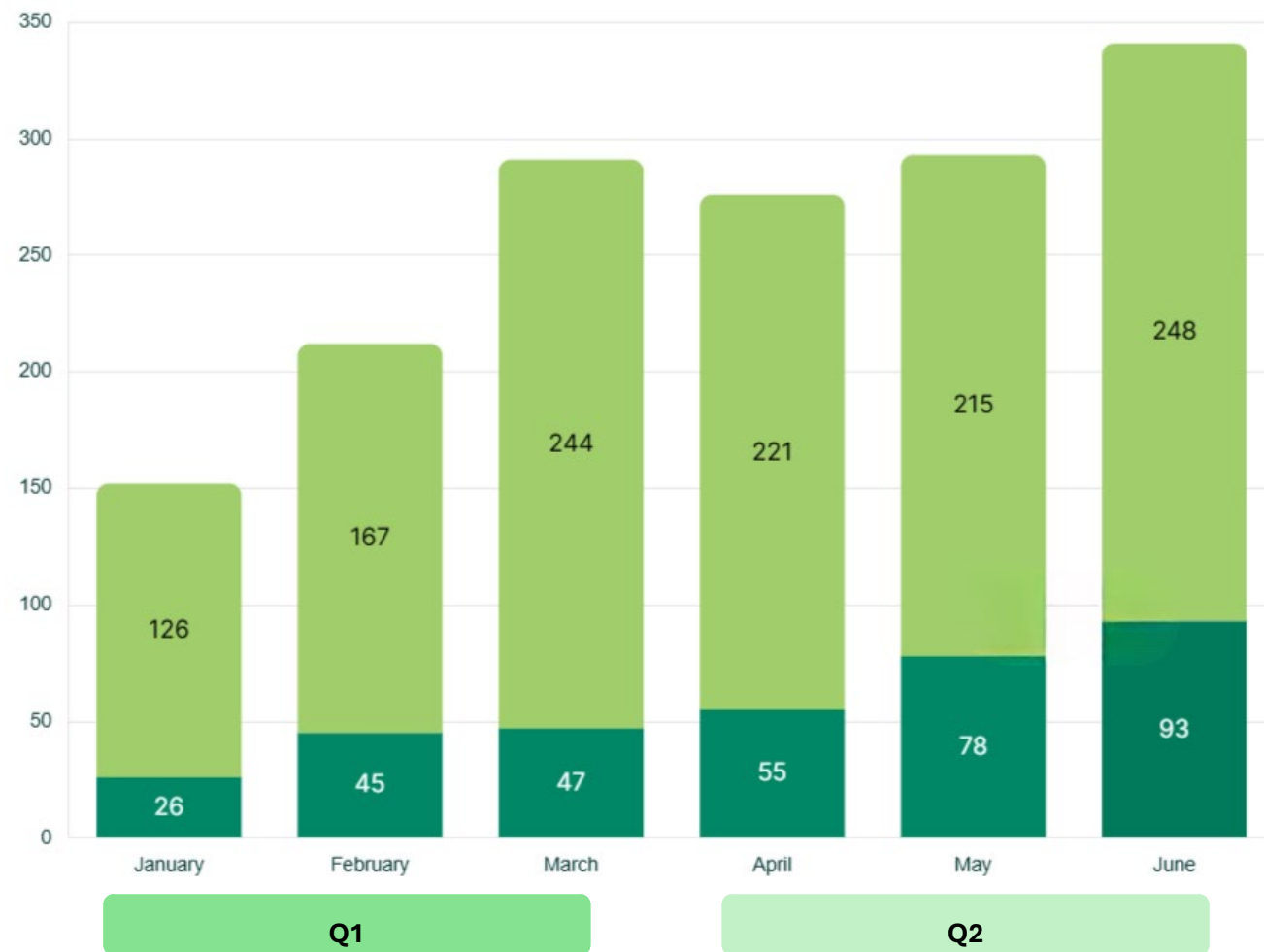


- **Key Metrics January 2026 – June 2026:**
- **Individuals Served:** over 1500
- **Languages Provided:** Primarily English and Spanish
- **Main Reason for Appointment:** Technology
- **Issue resolution:** More than two-thirds do not need further action.



Connector Program: Participation

- Individuals Served Q1 2026: 655
- Individuals Served Q2 2026: 910



Connector Program Updates

- Increased internal engagement and training
 - All Public Service Representative who answer phones are now trained in scheduling appointments
- Customer feedback continues to be overwhelmingly positive.
- New location launched in July
 - Grants Pass



Trust Fund Health

Year	Contributions Collected (\$)	Benefit Payments (\$)	Admin Expenses (\$)	Trust Fund Balance (\$)	Months Reserve (for projected expenditures)
2023	640,506,000	176,264,000	41,951,000	408,913,000	6.88
2024	847,116,000	685,705,000	72,486,000	545,490,000	8.14
2025	910,535,000	783,892,000	72,000,000	645,294,000	8.13
2026 (Projected)	906,577,000	862,249,000	72,000,000	652,203,000	8.29
2027 (Projected)	918,752,000	873,242,000	72,000,000	660,899,000	8.11

Data used to figure the benefit forecast: 46,726 applications (2023), 131,000 ID verified applications (2024), 162,000 ID verified and 135,000 approved applications (2025), 142,000 approved applications (2026), 150,000 approved applications (2027); bonding leave – 11 weeks (average weekly benefit (AWB) amount for consecutive leave - \$962), family leave - 5 weeks (AWB \$997), medical leave - 6 weeks (AWB \$900), and safe leave - 8 weeks (AWB \$721)



Paid Leave Benefits to Date

Total Benefits Paid			
Q3 2025	Q4 2025	Q1 2026	Q2 2026
\$204,310,716	\$231,856,557	\$209,165,821	\$231,043,792
Since Launch: \$2,124,014,704			

Total Claimants Paid		
2024	2025	2026 YTD
96,872	110,646	80,937
Since Launch: 315,904		



Total Claims with Final Outcome		
2024	2025	2026 (YTD)
117,463	144,526	95,123
Since Launch: 357,112		

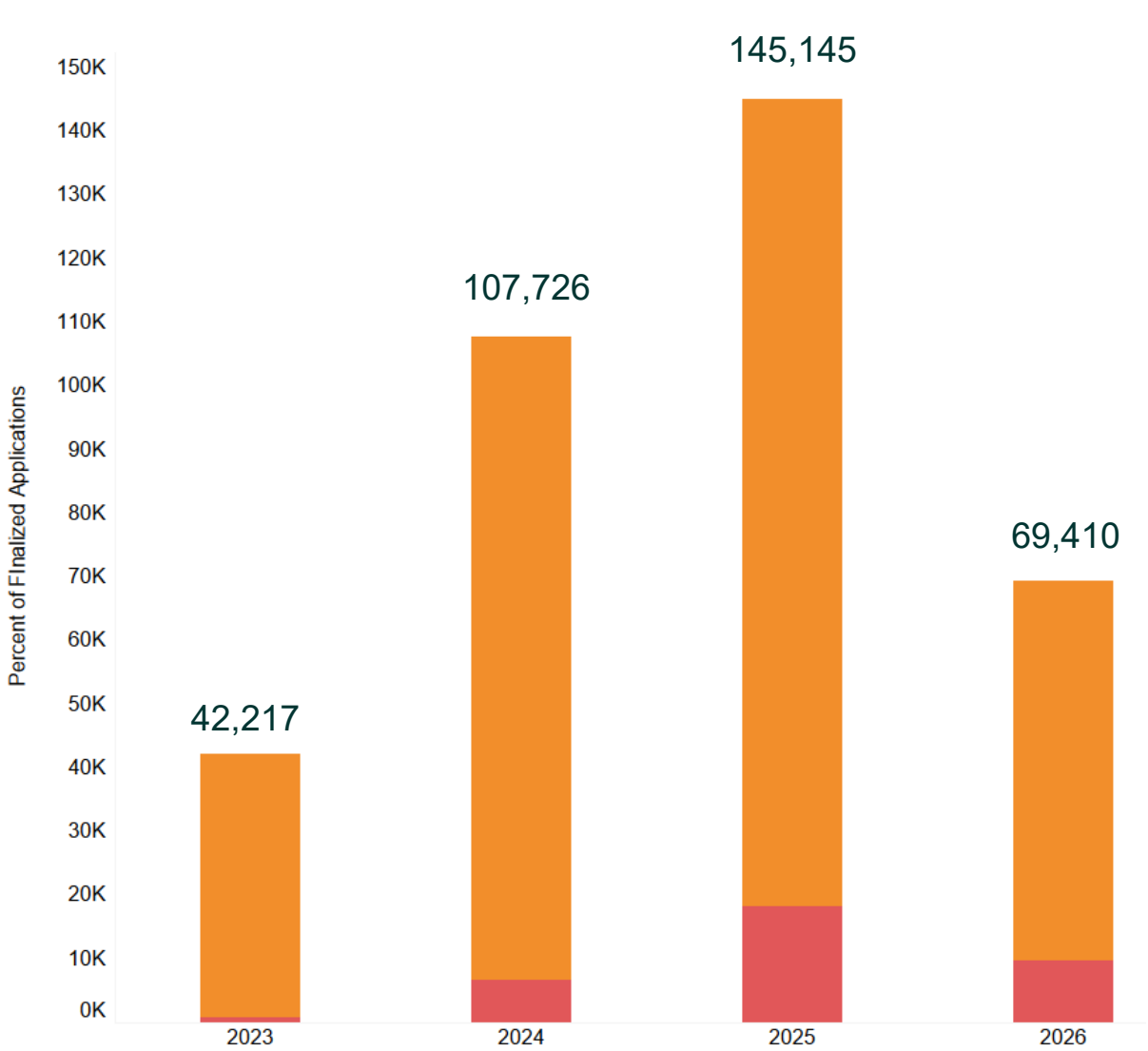


Approved/Denied Claims

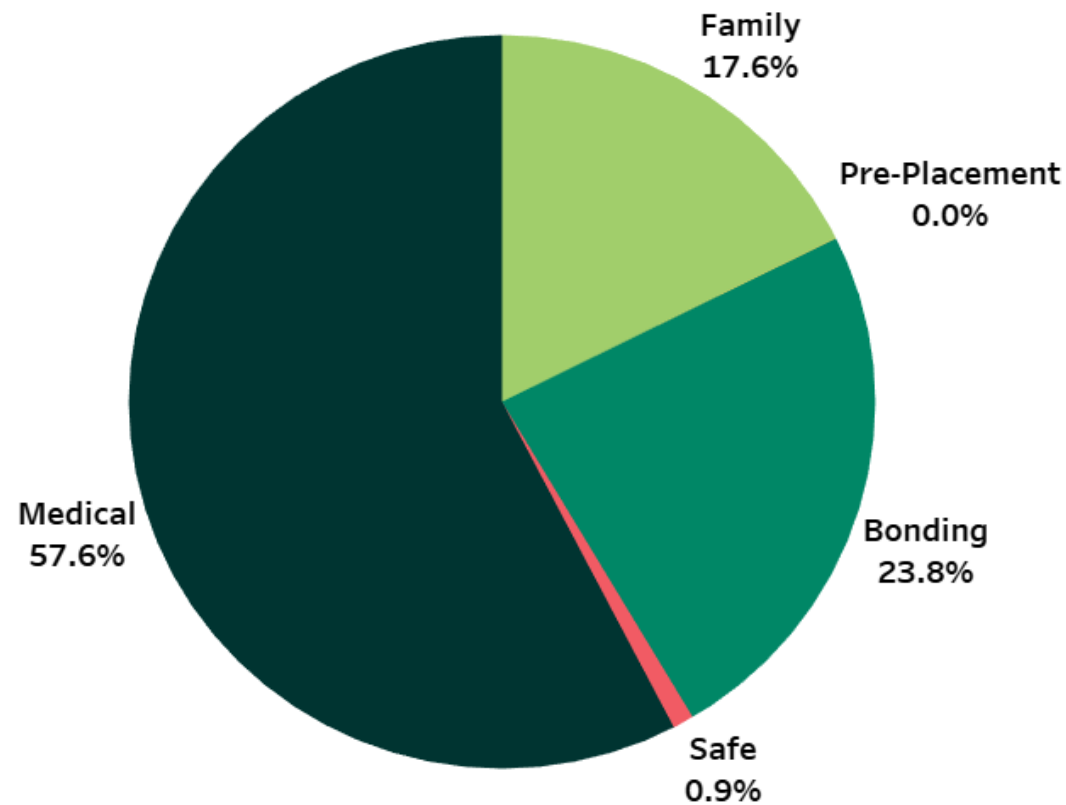
Year	Approved #	Approved %
2023	41,372	98.0%
2024	101,121	93.9%
2025	126,946	87.5%
2026 (YTD)	59,587	85.8%

Year	Denied #	Denied %
2023	845	2.0%
2024	6,605	6.1%
2025	18,199	12.5%
2026 (YTD)	9,823	14.2%

■ Approved
■ Denied



Finalized Claims Q3 2025 – Q2 2026



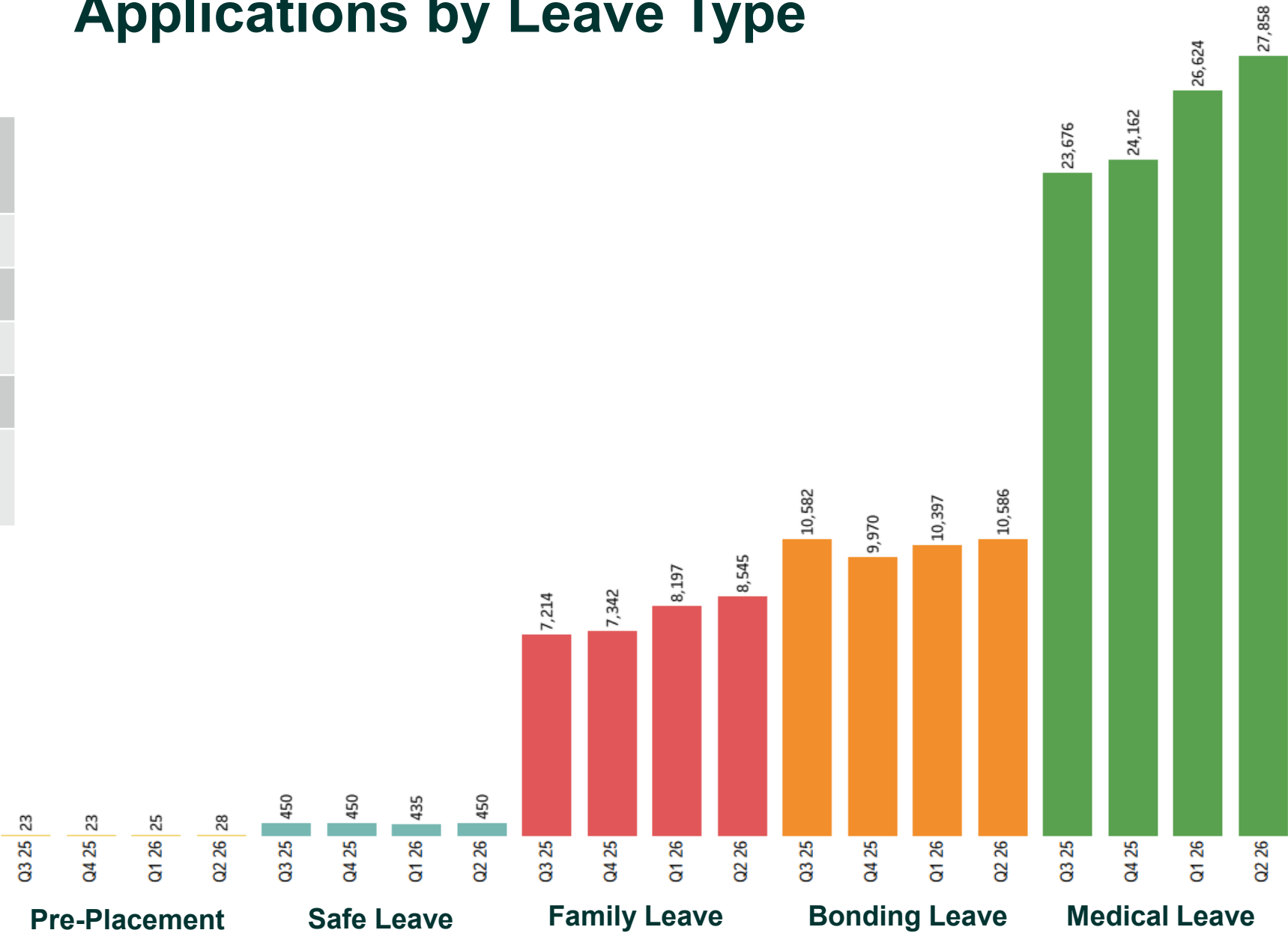
Paid Leave Finalized Claims by Leave Type

Medical	91,538
Bonding	37,847
Family	27,980
Safe Leave	1,461
Pre-Placement	50



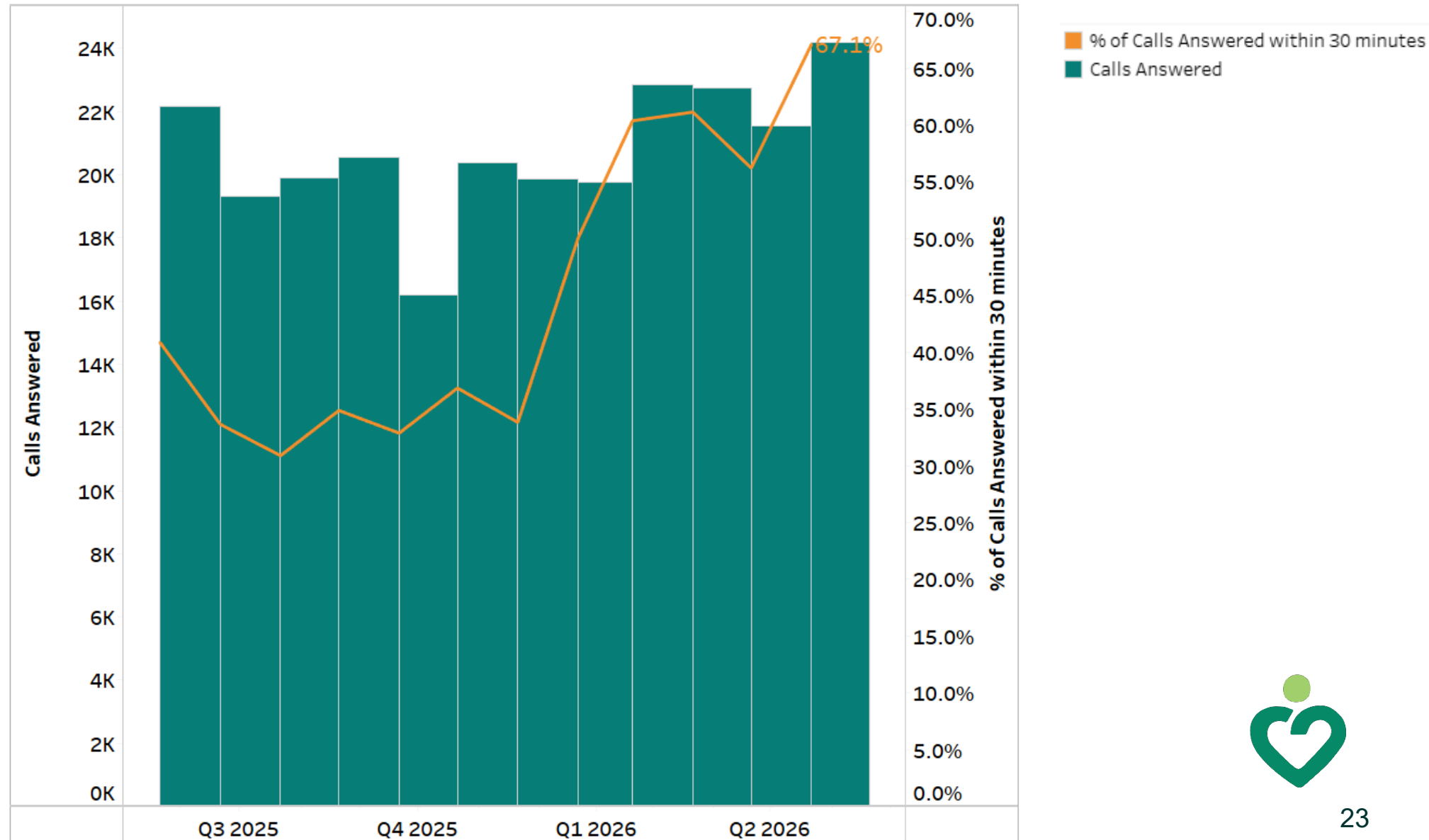
Applications by Leave Type

Leave Type	2024 to 2025	2025 to 2026
Medical	+24.8%	+13.9%
Bonding	+ 4.3%	+ 2.1%
Family	+24.9%	+15.0%
Safe	+ 9.6%	- 1.7%
Pre-Placement	NA	+15.2%



Performance Metric	Performance Goal
Call Response Time	80% of calls answered within 30 minutes
Application Decision Time	80% claims processed within 21 days of detection to decisions
Web Message Response Time	80% of web messages responded to within 5 business days

Paid Leave Call Volume and Wait Times

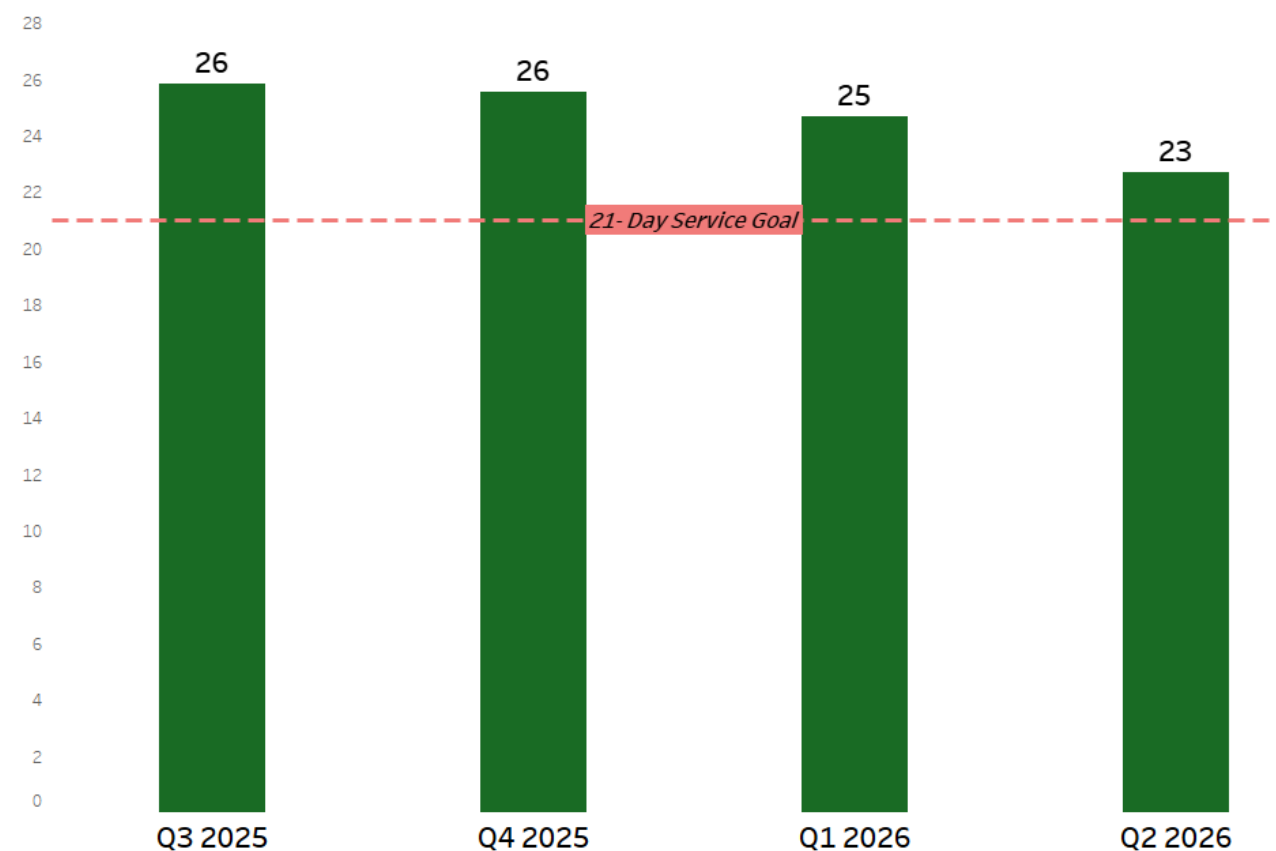


Paid Leave Call Times by Quarters

	Q3 2025	Q4 2025	Q1 2026	Q2 2026
Calls Offered	107,580	97,121	100,048	101,579
Calls Answered	61,379	57,131	62,455	68,460
% of Calls Answered within 30 minutes	35.3%	35.0%	48.6%	61.7%
Average Time to Answer	00:39:47	00:38:21	00:32:33	00:22:49



Average Days From Application to Decision



Quarter	% Apps with decision within 21 Days
Q3 2025	45.0%
Q4 2025	43.8%
Q1 2026	51.3%
Q2 2026	62.6%



Web Messaging



Assistance Grants to Date

Grant Applications	
Approved	63
Denied	79
Approved Grant Type	
Replacement Worker	52
Wage Related Cost	11
Approved Grant Amounts	
Replacement Worker	\$156,000
Wage Related Cost	\$11,000



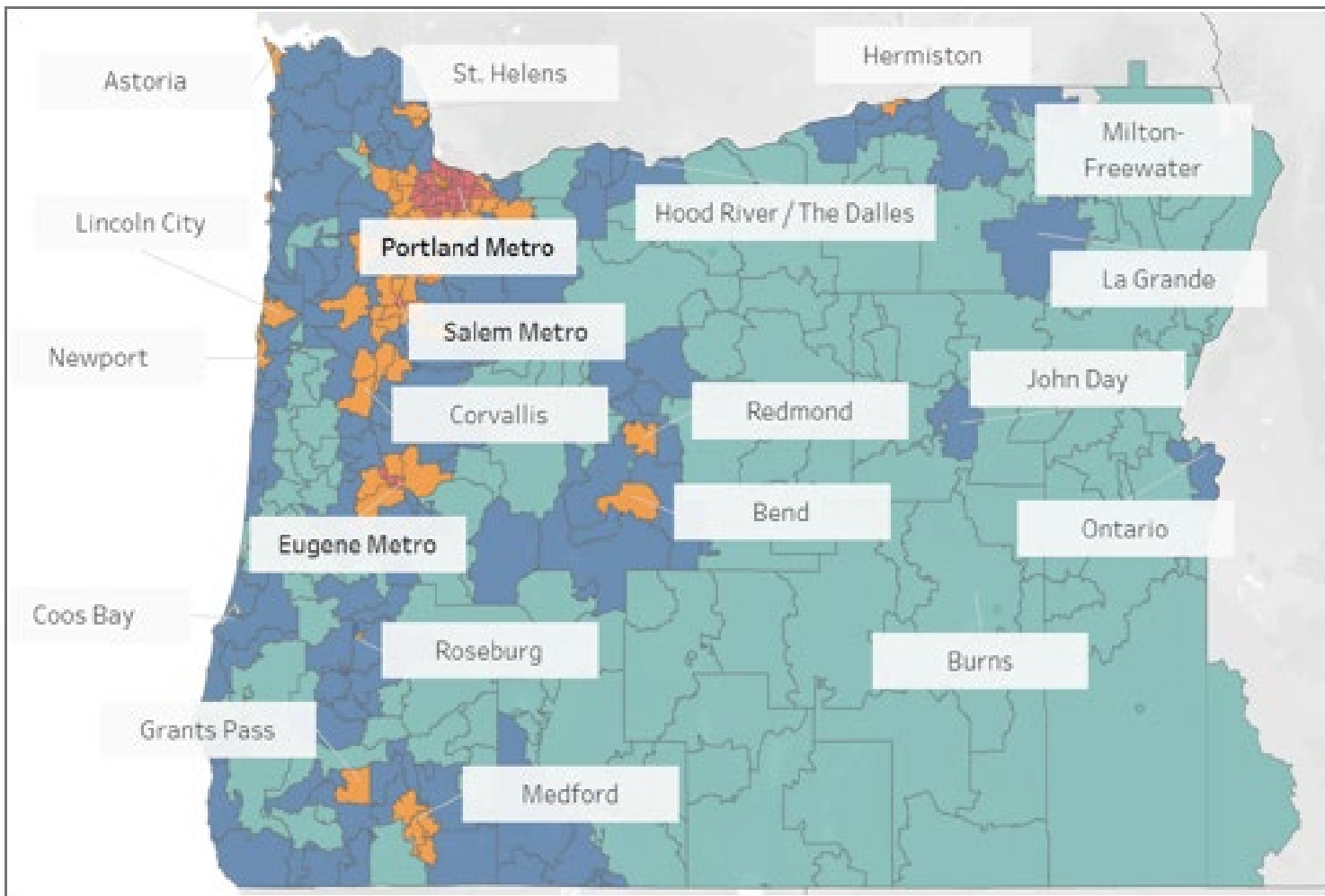
Assistance Grants – Last Four Quarters

Breakdown of Applications	Q3 2025	Q4 2025	Q1 2026	Q2 2026
Approved	6	3	0	3
Denied	8	8	4	4

Breakdown by Type	Q3 2025	Q4 2025	Q1 2025	Q2 2026
Replacement Worker	5	2	0	3
Wage Related Costs	1	1	0	0



Geographic breakdown of applications



Source: Oregon Employment Department and U.S. Census Bureau American Community Survey 2023 5-Year Estimates, Table S2301

Size Designation	Percent of Applications	Percent of Oregon Workforce
Frontier	3.3%	4%
Rural	24.9%	37%
Suburban	35.9%	25%
Urban	35.8%	33%
Out of State	0.1%(-)	-



Questions?