





## PAID FAMILY LEAVE COMPARISON: OREGON + WASHINGTON

	 <b>PAID LEAVE OREGON</b>	 <b>WASHINGTON PAID FAMILY &amp; MEDICAL LEAVE</b>
<b>Eligibility</b>	Earn \$1,000 in base year	Worked 820 hours during the qualifying period
<b>Contribution</b>	1% of employee wages to a maximum of \$132,900 of wages – 60% contribution from Employees and 40% from Employers	0.6% of wages, excluding tips, up to \$147,000 – 26.78% from Employees and 73.22% from Employers
<b>Covered Events</b>	<ul style="list-style-type: none"> <li>• Bond with a new child</li> <li>• Take care of yourself or a family member with a serious illness or injury</li> <li>• Safe leave for victims of sexual assault, domestic violence, harassment, or stalking</li> </ul>	<ul style="list-style-type: none"> <li>• Bond with a new child</li> <li>• Take care of yourself or a family member with a serious illness or injury</li> <li>• Certain military-related events</li> </ul>
<b>Benefit Amount</b>	65% of the State Average Weekly Wages plus 50% of the balance of the employee’s wages up to the maximum. <b>2023 Maximum: \$1,375/week</b>	90% of 50% of the State Average Weekly Wage plus 50% of the balance of the employee’s wages up to the maximum <b>2022 Maximum: \$1,327/week</b>
<b>Job Protection</b>	Employee must be employed 90 days	Employers with 50 or more employees, employee must be employed for 12 months or longer and have worked 1,250 hours

### About Aldrich Benefits LP

We assist employers with employee benefit consulting including medical, dental, group life, and disability insurance for their employees and executive benefits for high level and key employees. Our services include plan design, implementation, and annual review of benefits.