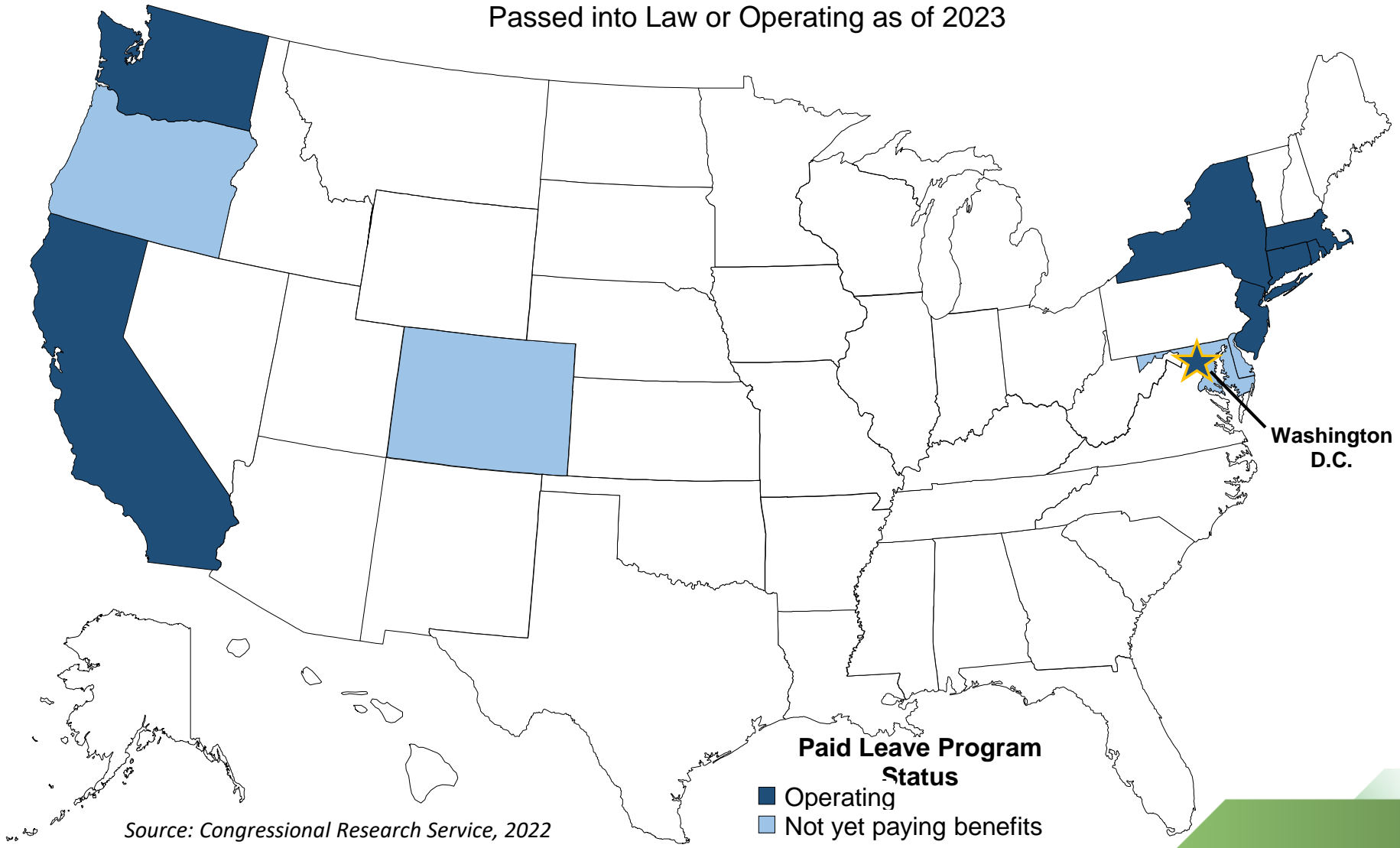


# Workforce Impacts of Paid Family, Medical, and Safe Leave in Oregon

Pacific Northwest Regional Economic Conference  
May 2024

# OREGON 12<sup>TH</sup> AMONG ALL STATES AND D.C. WITH THIS TYPE OF PROGRAM

## Paid Family and Medical Insurance Programs in the U.S. Passed into Law or Operating as of 2023



Source: Congressional Research Service, 2022  
<https://crsreports.congress.gov>

## Oregon Women Ages 15 to 50 Who Gave Birth to Children in Past 12 Months, by Weeks Worked in Past 12 Months

| <b>Weeks Worked</b> | <b>Number</b> | <b>Share</b> |
|---------------------|---------------|--------------|
| Did not work        | 13,125        | 29%          |
| 1-13 weeks          | 2,405         | 5%           |
| 14-26 weeks         | 2,857         | 6%           |
| 27-39 weeks         | 3,280         | 7%           |
| 40-47 weeks         | 3,452         | 8%           |
| 48-49 weeks         | 977           | 2%           |
| 50-52 weeks         | 19,529        | 43%          |
| <b>Total</b>        | <b>45,625</b> | <b>100%</b>  |

Source: IPUMS USA, American Community Survey 2017-2021

Oregon also had an average of 3,200 children entering foster care each year, and an average of 750 children who were adopted each year between 2017 and 2021.

# Workers with Serious Health Conditions

## Medical and Health Conditions of Adult Workers in West Region of U.S.

*Share of those who worked in the last week and had ever been told by a doctor that they have/had...*

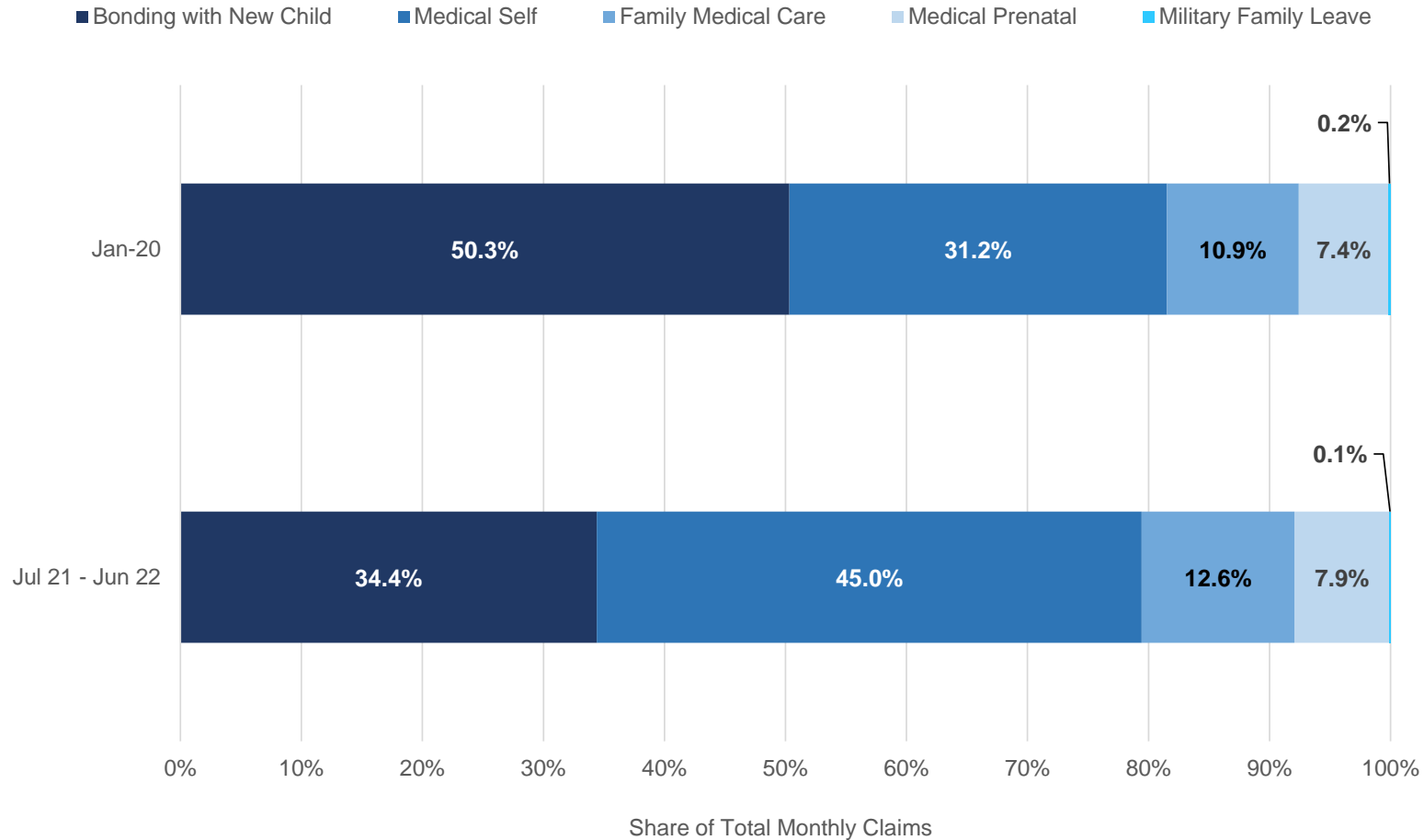
| <b>Medical Condition</b>                                      | <b>% of Workers</b> |
|---|---------------------|
| Arthritis, fibromyalgia, gout, lupus, or rheumatoid arthritis | 13.3%               |
| Cancer  | 6.9%                |
| COPD, Ephysema, or chronic bronchitis                         | 2.0%                |
| Coronary heart disease  | 1.6%                |
| Weak or failing kidneys                                       | 1.2%                |
| Stroke  | 1.1%                |
| Heart attack  | 0.9%                |
| Cirrhosis or long-term liver condition                        | 0.6%                |
| Dementia such as Alzheimer's                                  | 0.1%                |

*Source: 2021 National Health Interview Survey*

Alzheimer's disease, arthritis, cancer, dialysis, and stroke – among others – are identified as being among the serious medical conditions in HB 2005, which established the Paid Leave Oregon program.

# Changing Dynamics in Washington Claims by Reason

## Washington Paid Family and Medical Leave Claims by Reason



The largest number of monthly claims (24,600) occurred in January 2020, the first month benefits were available.

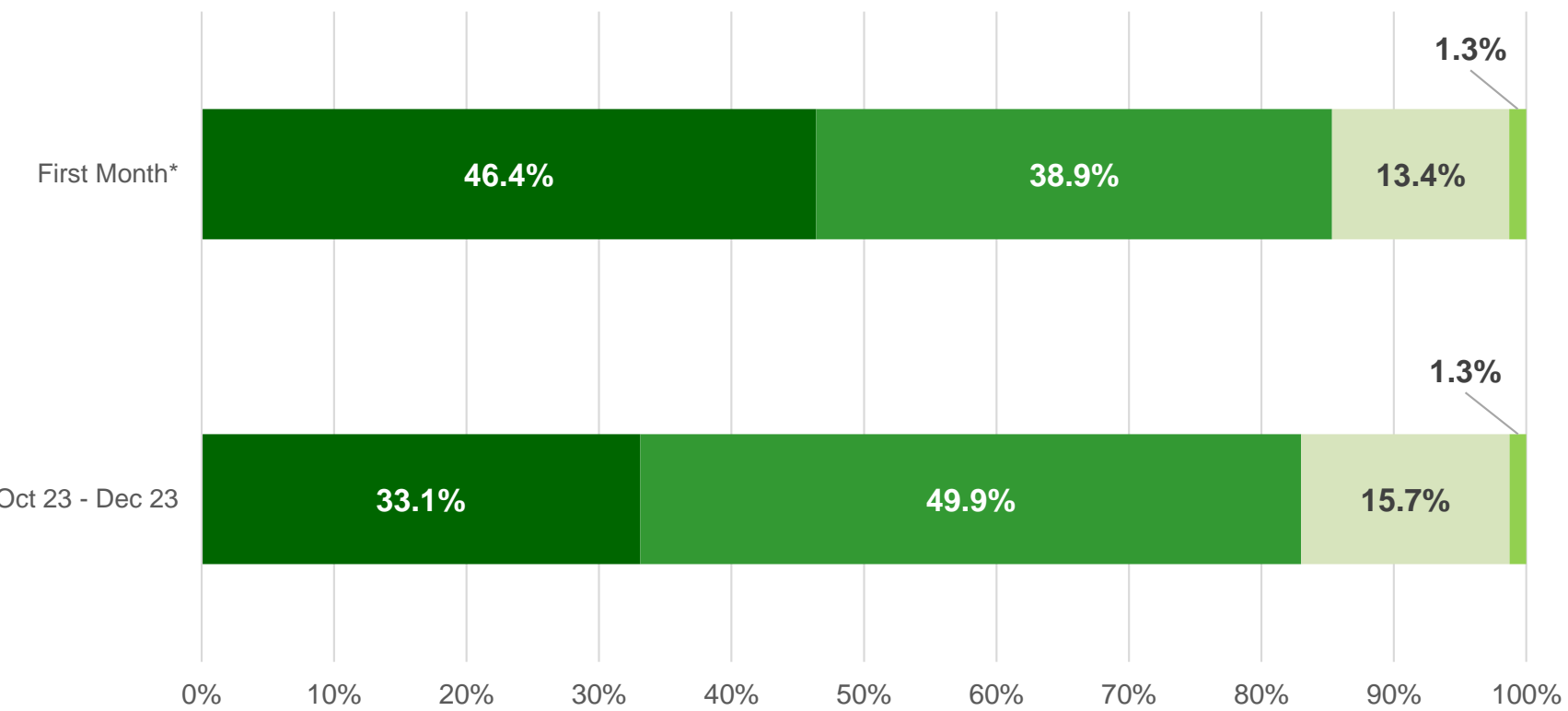
In a more established program, monthly claims averaged 17,700.

Source: Washington Employment Security Department

# Oregon's Dynamics Similar to Washington Claims

## Paid Leave Oregon Claims by Reason

■ Bonding Leave ■ Medical Leave ■ Family Leave ■ Safe Leave



Source: Oregon Employment Department

Share of Total Claims

The largest number of monthly claims (20,900) occurred in the first month (six weeks).

The monthly average declined to 7,100 at the end of 2023, and medical leave took over as the most common claim type.

# Leave Similarities by Industry of Employment

## Oregon % Paid Leave Claimants by Industry of Employment

Total Approved Claimants = 46,100, Total Non-Federal Jobs = 1.89 million

| Industry                                   | % Claims | % Jobs |
|--|----------|--------|
| Health Care and Social Assistance          | 25%      | 15%    |
| Retail Trade                               | 11%      | 11%    |
| Professional and Business Services         | 11%      | 13%    |
| Local Government                           | 10%      | 11%    |
| Manufacturing                              | 9%       | 10%    |
| State Government                           | 7%       | 2%     |
| Construction                               | 5%       | 6%     |
| Financial Activities                       | 4%       | 4%     |
| Leisure and Hospitality                    | 4%       | 11%    |
| Transportation, Warehousing, and Utilities | 4%       | 4%     |
| Wholesale Trade                            | 4%       | 4%     |
| Other Services                             | 2%       | 3%     |
| Information                                | 1%       | 2%     |
| Natural Resources and Mining               | 1%       | 3%     |
| Private Educational Services               | 1%       | 2%     |

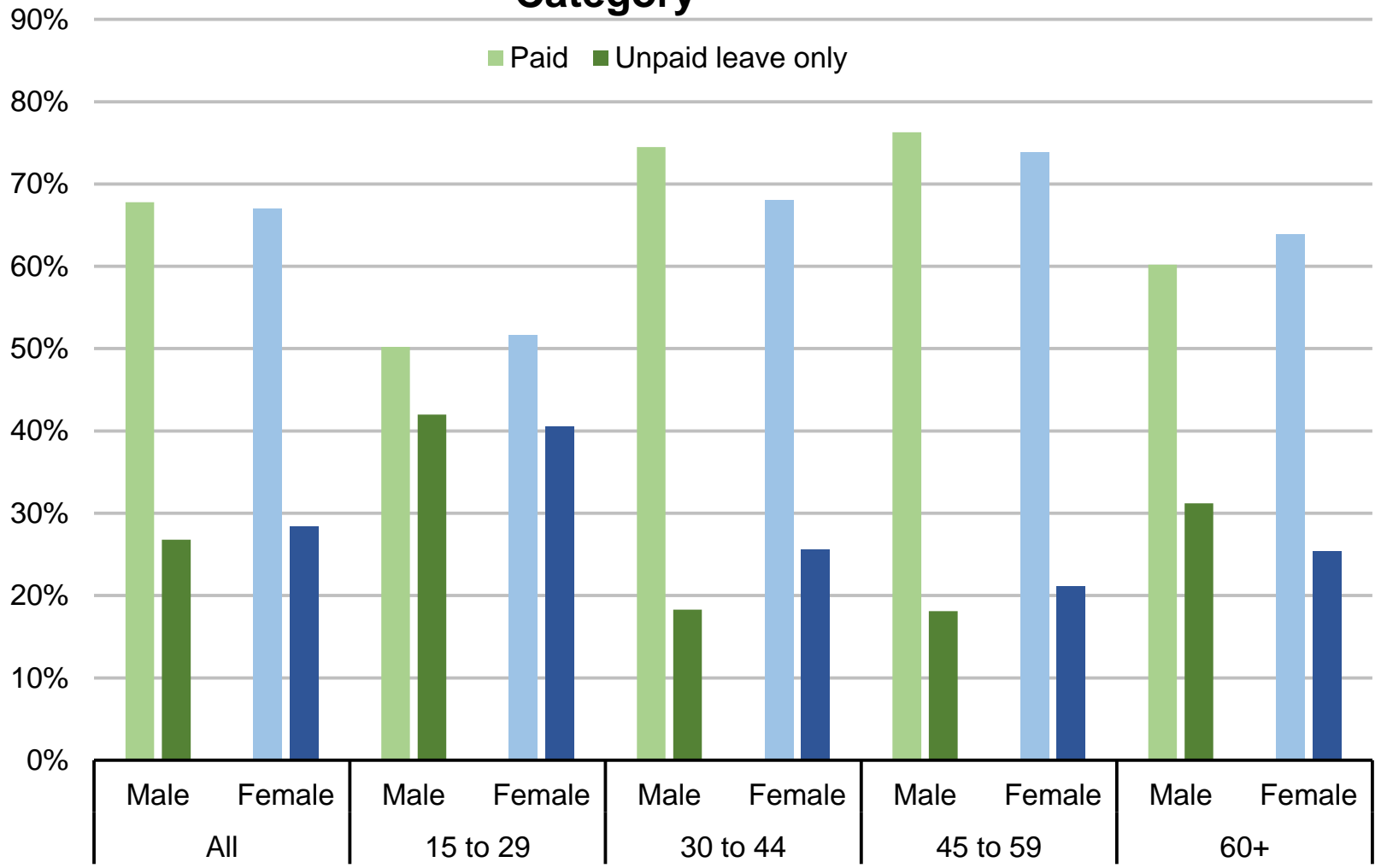
Source: Oregon Employment Department

Excludes 3,100 claims with self-employed or n/a industry; jobs exclude federal government and unclassified, second half 2023

Private health care and social assistance workers made up a notably larger share of claims in Washington (18%) than their share of jobs in the economy (11%).

# ACCESS TO LEAVE TIME IS NOT EQUALLY AVAILABLE TO ALL WORKERS

## 2017-2018 U.S. Worker Access to Leave by Age Category



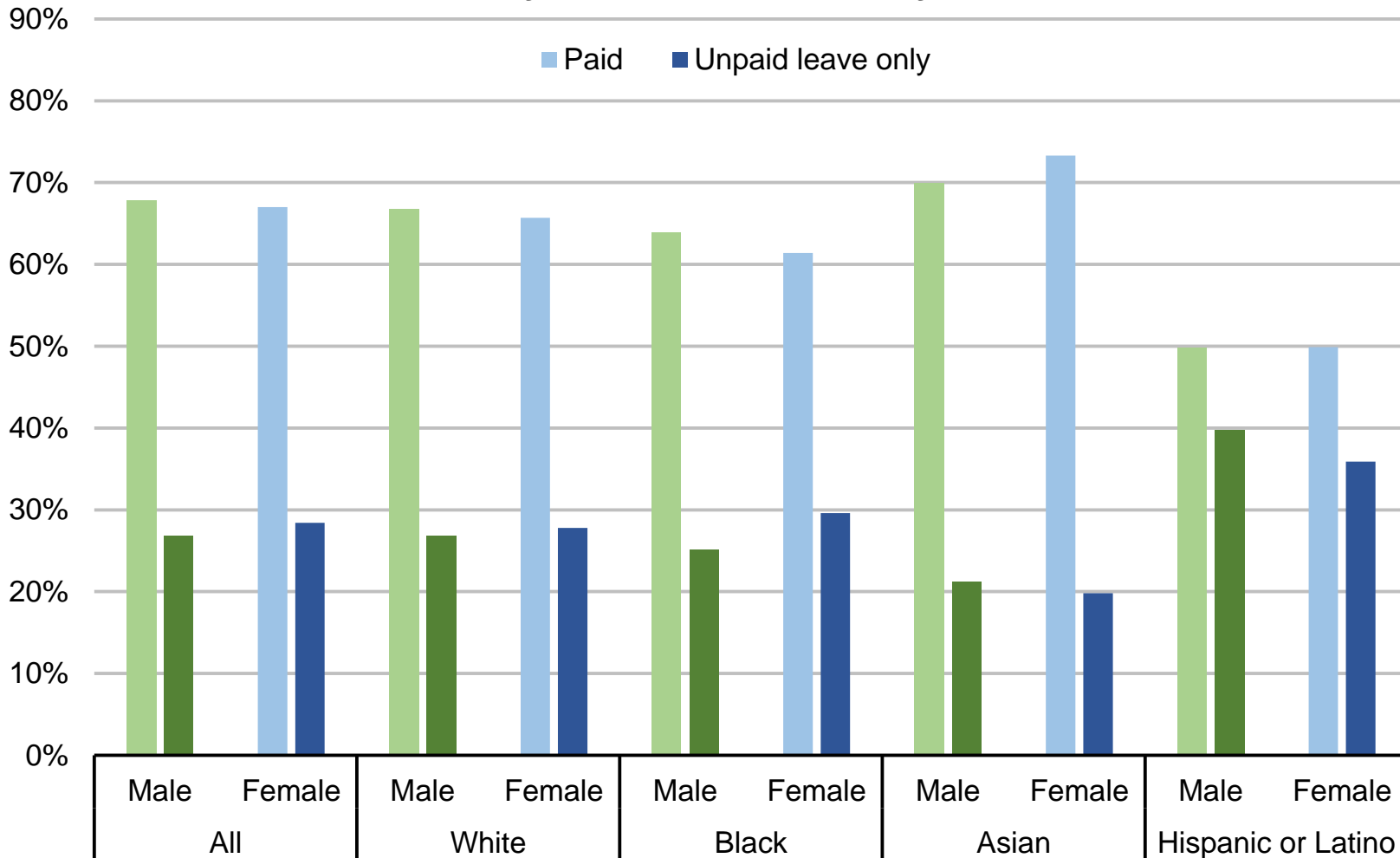
Younger workers are less likely to have access to paid or unpaid leave time.

Source: Oregon Employment Department, U.S. Department of Labor Women's Bureau, 2017-2018 ATUS Public Microdata



# ACCESS TO LEAVE TIME IS NOT EQUALLY AVAILABLE TO ALL WORKERS

## 2017-2018 U.S. Worker Access to Leave by Race and Ethnicity



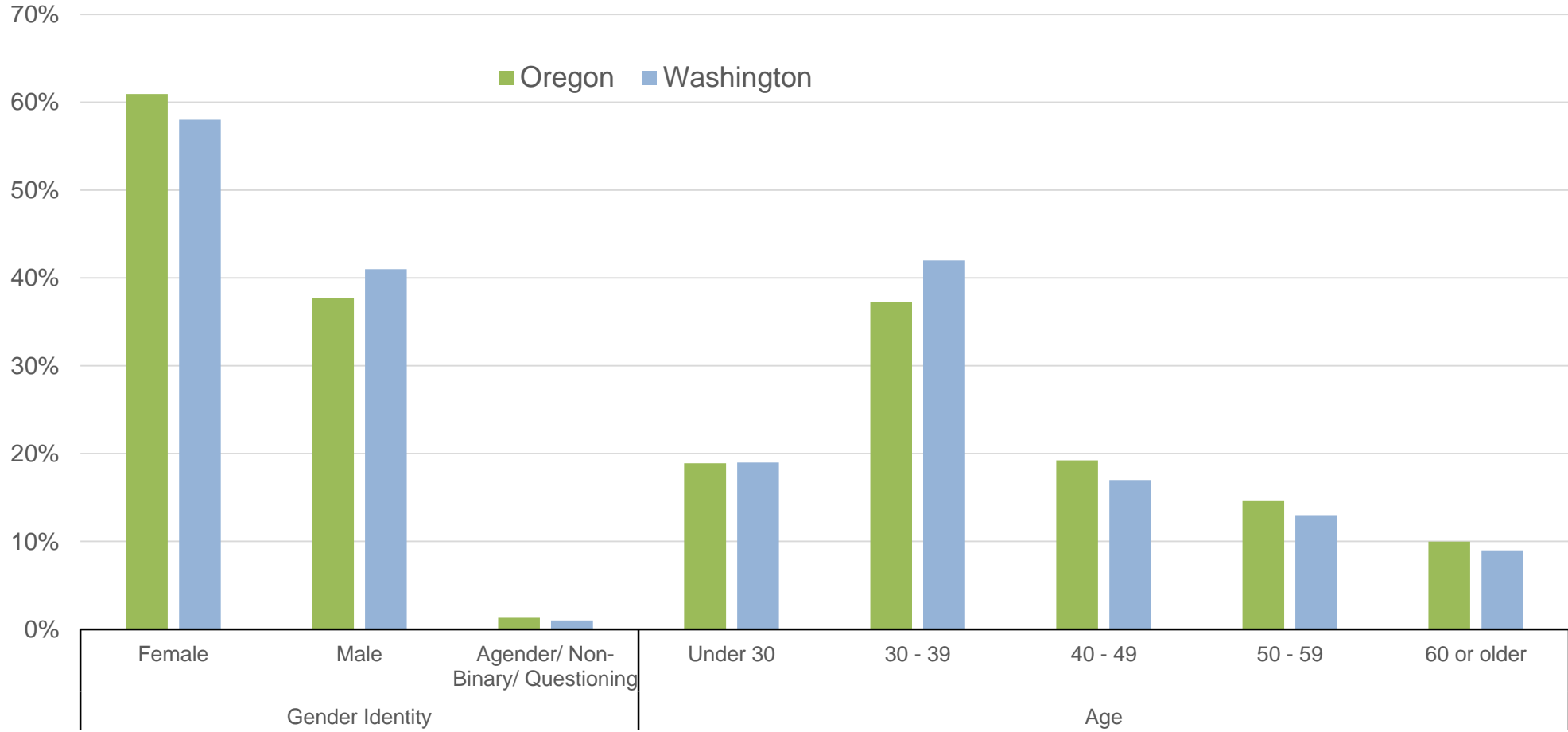
Workers of Hispanic or Latino origin were much less likely to have access to paid leave.

Less educational attainment was also associated with less access to leave in the U.S.

Source: Oregon Employment Department, U.S. Department of Labor Women's Bureau, 2017-2018 ATUS Public Microdata

# Women and Workers in 30s More Likely to Have Claims

**Paid Family and Medical Leave Usage by Gender and Age**  
Oregon (Aug 23 - Feb 24) and Washington (Jul 21 - Jun 22)

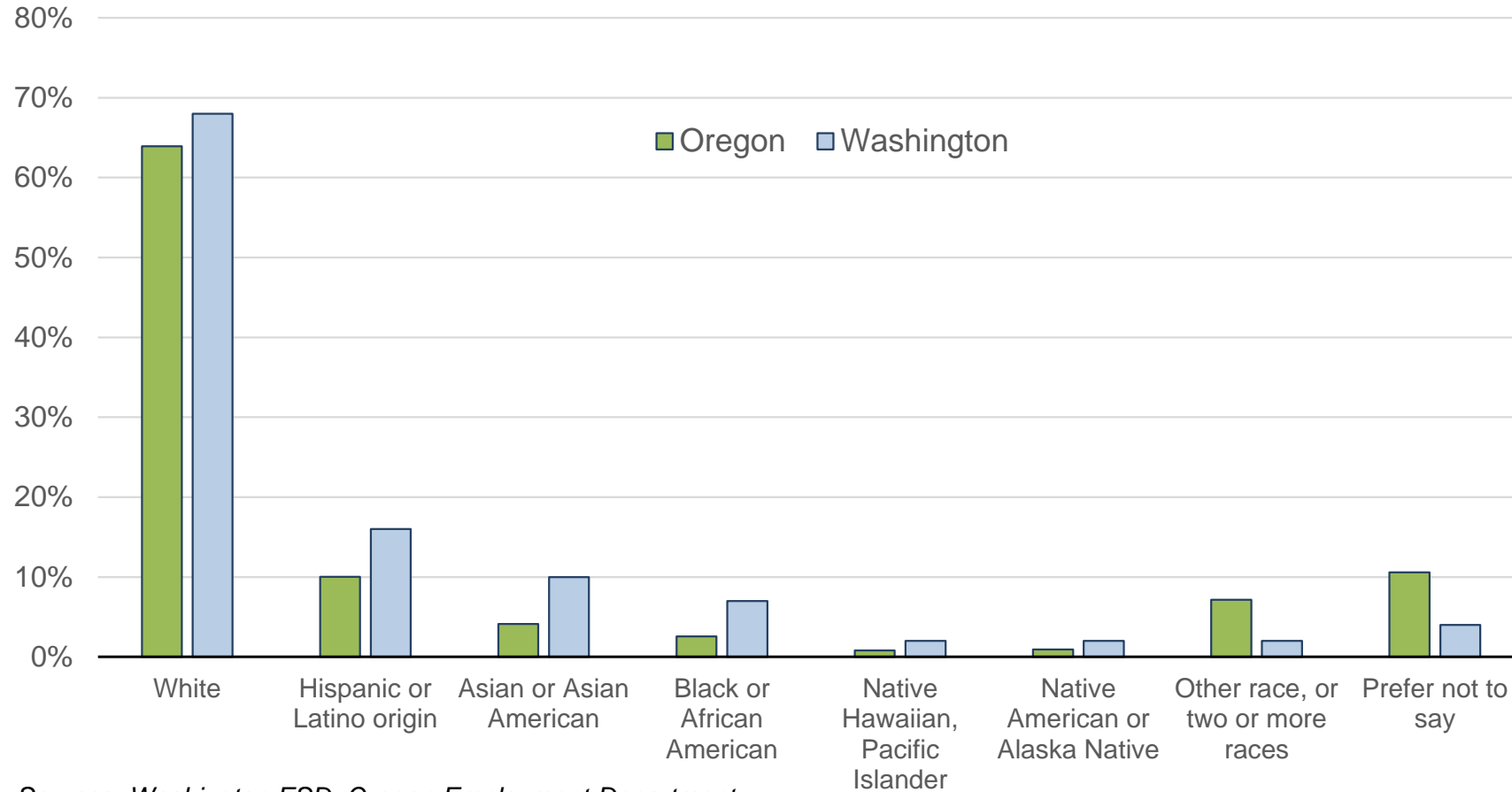


Sources: Washington ESD, Oregon Employment Department

# Diversity in Washington Family and Medical Leave Claims

## Paid Family and Medical Leave Claims by Race / Ethnicity

Oregon (Aug 23 - Feb 24) and Washington (Jul 21 - Jun 22)



More diversity in Washington claims, but also more diverse workforce.

Example: Asian / Asian American workers underrepresented in Washington.

Sources: Washington ESD, Oregon Employment Department

# Average Leave Time Was Less Than the Full Amount

## 2022 Washington Paid Family and Medical Leave Weeks by Claim Type

| <b>Most Common Leave Type Combinations</b>         | <b>Average Taken</b> | <b>Maximum Possible*</b> |
|--|----------------------|--------------------------|
| Medical Pregnancy Complications and Family Bonding | 16.6                 | 18                       |
| Medical & Family Bonding                           | 14.8                 | 16                       |
| Family Bonding Only                                | 9.3                  | 12                       |
| Medical Only                                       | 8                    | 12                       |
| Family Care Only                                   | 7                    | 12                       |

Source: Washington Employment Security Department, \*see Appendix B for details

Washington workers who were approved customers for paid family and medical leave in 2022 took an average of 9.6 weeks away from work.

# Duration of Leave Stable in Oregon

## Paid Leave Oregon Average Leave Duration (in Weeks) by Claim Type

| Month            | Bonding | Family | Medical | Safe |
|------------------|---------|--------|---------|------|
| September        | 10.4    | 5.3    | 6.3     | 7.6  |
| October          | 10.4    | 5.3    | 6.4     | 9.0  |
| November         | 10.1    | 5.3    | 6.4     | 7.6  |
| December         | 10.3    | 5.2    | 6.3     | 7.3  |
| January          | 10.2    | 5.2    | 6.2     | 7.4  |
| February         | 10.4    | 4.8    | 6.2     | 7.1  |
| Maximum Possible | 12-14   | 12     | 12      | 12   |

Source: Oregon Employment Department

Paid Leave Oregon claims are also averaging less than the maximum time possible.

Like Washington, the duration of bonding time with a new child is the longest and closest to max amount.

## **Equivalent Plans:**

Employer provides own paid family and medical leave; data not included

## **Timeliness:**

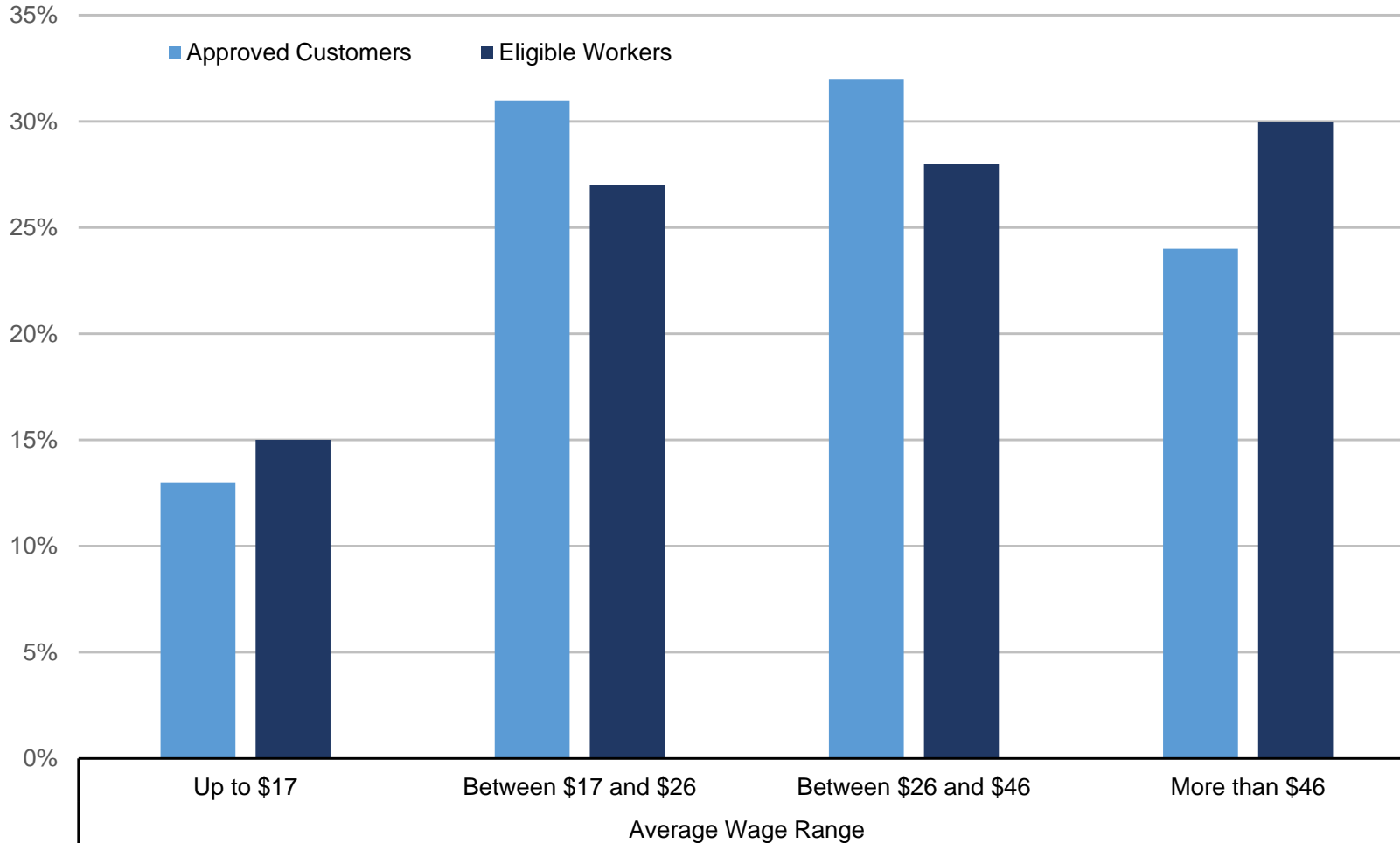
How does the timeliness of payments affect who takes leave, and for how long?

## **Employer Attachment:**

Does having paid family and medical leave affect who stays in the workforce longer overall?  
Do they stay attached to the same employer for longer?

# Highest and Lowest Wage Earners Less Likely to Take Leave in WA

Washington Paid Family and Medical Leave Usage by Wage Category, Third Quarter 2021 to Second Quarter 2022



Oregon average wage for 2<sup>nd</sup> half 2023 (excl. Federal) was \$68,384.

Nearly two-thirds (65%) of Paid Leave Oregon claims had lower base year earnings than the average wage.

Source: Oregon Employment Department, Washington Employment Security Department, [esd.wa.gov/labormarketinfo/paidleave/customer-data](https://esd.wa.gov/labormarketinfo/paidleave/customer-data)

# Recap of Paid Family and Medical Claims Trends

|                         |   |
|-------------------------|---|
| <b>24,600</b>           | <b>Paid Family and Medical Leave claims in the first month of Washington's program paying benefits.</b>                 |
| <b>17,700</b>           | <b>Average monthly Paid Family and Medical Leave claims in WA during established program</b>                            |
| <b>14 - 21 THOUSAND</b> | <b>Potential Paid Leave Oregon claims volume in September 2023 if Oregon's first month follows the Washington trend</b> |
| <b>10 - 14 THOUSAND</b> | <b>Potential Paid Leave Oregon claims volume in a more established program, if Oregon follows Washington trends.</b>    |
| <b>7 THOUSAND</b>       | <b>Average monthly Paid Leave Oregon Claims in 4Q2023</b>   |





# Gail Krumenauer

State Employment Economist

Gail.K.Krumenauer@employ.oregon.gov

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