

Clackamas County Paid Leave Equivalent Plan

What you need to know

For questions contact [Leave Administration](#)
as the Plan Sponsor

Starting in September 2023, Clackamas County will provide paid leave to eligible employees for the birth or adoption of a child, your or a loved one's serious illness or if you experience sexual assault, domestic violence, harassment, or stalking. Clackamas County is approved to offer paid leave benefits through an equivalent plan. This means that your paid leave benefits will come from the County's plan administrator.

What benefits are provided through my employer's Equivalent Plan and who is eligible?

Employees in Oregon who have earned at least \$1,000 in the prior year may qualify for up to 12 weeks of paid family, medical or safe leave in a benefit year (Clackamas County has waived this earnings requirement). While on leave, the equivalent plan pays employees a percentage of their wages. Benefit amounts depend on what an employee earned in the prior year.

Who pays for Equivalent Plans?

Starting in September, 2023, employees contribute to Clackamas County's Equivalent Plan. Contributions are calculated as a percentage of wages and Clackamas County will deduct your contribution from your paycheck.

When do I need to tell Clackamas County about taking leave?

If your leave is foreseeable, you are required to give notice to Clackamas County at least 30 days before starting paid family, medical or safe leave. If you do not give the required notice, your first weekly benefit may be reduced by 25%.

How do I apply for paid leave under the Equivalent Plan?

Beginning September 3, 2023, you can apply for paid leave benefits under Clackamas County's Equivalent Plan. More information will be coming once Clackamas County's Equivalent Plan is in place.

How can I appeal my Paid Leave decision?

If your application is denied, you can appeal the decision by filing an appeal with The Standard. The appeals process will be provided once the plan is in place.

How do I dispute my Paid Leave decision?

If the appeal does not resolve your disagreement, you can request support from Paid Leave Oregon for dispute resolution. Visit paidleave.org or call 888-854-0166 for more information.

What are my rights?

If you are eligible for paid leave, Clackamas County cannot prevent you from taking it. Your job is protected while you take paid leave if you have worked for Clackamas County for at least 90 consecutive calendar days. You will not lose your pension rights while on leave and Clackamas County will continue to offer the same health benefits as when you are working.

How is my information protected?

Health information related to family, medical or safe leave that you choose to share with Clackamas County is confidential and can only be released with your permission, unless the release is required by law.

What if I have questions about my rights?

It is unlawful for Clackamas County to discriminate or retaliate against you because you asked about or claimed paid leave benefits. If your employer is not following the law, you have the right to bring a civil suit in court or to file a complaint with the Oregon Bureau of Labor & Industries (BOLI). You can file a complaint with BOLI online, via phone or email:

Web: www.oregon.gov/boli

Call: 971-245-3844

Email: help@boli.oregon.gov