With the implementation of Paid Leave Oregon, many organizations are reviewing the need of Short-Term Disability policies within the Benefit Packages they are offering employees. In essence, these two programs 1) offer very similar benefits 2) increased costs with questionable benefits of being double covered 3) raise the question if the monies could be spend wiser and increase benefit packages overall.

Paid Time Off and Leave of Absence Overview.

- **Employee Leave – EL**: This is our Paid Time-Off Benefit. It’s a combination of Vacation, Holiday, and Sick Pay. It has a $$ Value, it can be cashed out 2 times a year and it’s paid out upon separation.

- **Extended Illness Hours**: This is a self-funded Short-Term Disability Policy, not a sick bank. This has no $$ value, similar to many insurance products, no value or payout upon separation. In order for employees to use this, there is a time based time-based Deductible of 3 days or 24 worked hours, where they have to use their Paid Time-Off (EL) first. 1.0 FTE Employees currently accrue 48 hours a year of EIH, or 1.85 hours per paycheck. These hours pay at employee’s hourly rate.

- **Paid Leave Oregon – PLO**: Started in September, this also pays for time missed from work missed for employees and family members serious health issues. This pays from day 1 with no waiting period and employees can use up to 12 weeks a year. Maximum weekly payout is a $1,523 a week.

- **Cost of PLO**: Employee wages are taxed at 1%. Employers are to pay .4%, Employee’s portion is .6%. Grande Ronde currently is paying the Employee’s portion. It’s not fiscally responsible to pay for PLO and EIH when they cover similar benefits.

Solution.

- **Continue to pay for Employee’s portion of tax.**

- **Stop the accrual for EIH starting January 1**. Employees will be able to carry over their EIH balances for the entire time they work at GR.

- **Increase Paid Time-Off (EL) by 16 hours a year across the board**. This has cash value unlike EIH and can be used for additional time off not involved with an illness.