

Larkin	Oregon - Leave Highlights
What is the Update?	<p>Paid Leave Oregon (PLO)</p> <p>Update (06/12/25, Effective 07/06/25): Paid Leave Oregon announced the new maximum weekly benefit amount for Paid Leave for 2025-2026. Beginning on or after July 6, 2025, the maximum weekly benefit amount an employee can receive will increase from \$1,568.60 to \$1,636.56. Any claims with a benefit year that begins before July 6, 2025 will be subject to the previous year's benefit rate.</p> <p>Update (11/20/25, Effective 01/01/26): The Oregon Employment Department has confirmed the PLO contribution rate will remain at 1% in 2026. Employers should continue to remit contributions at the same rate in accordance with this update. As a reminder, contributions are capped at the Social Security Wage base, which is \$184,500 in 2026. Employers with 25 or more employees in the U.S. are responsible for 40% of the 1% cost, while employees are responsible for the remaining 60%. Employers with less than 25 employees are exempt from paying the employer share.</p>
Handbook/Policy Updates	N/A
Notice Requirements	The PLO model notice must be displayed in the workplace (and provided via email or mail to Oregon employees who work remotely). Thereafter, it must be provided to new hires and those assigned to work remotely in Oregon, who were not already informed of the law at the time of hire (such as employees who relocate from another state to work remotely in Oregon). Click here to view the model notice.
Larkin Action	The Larkin Company will adjust offsets for any top-up (leave of absence pay) calculations or STD, accordingly, if we handle these services for you.
Further Company Considerations	<p>Please be sure to adjust your contributions (i.e., aligned with the new 2026 Social Security Wage Base), effective 01/01/26. Additionally, please ensure as a company you are offsetting any salary continuation/company top-up pay aligned with the updated weekly benefit rate maximum, effective 07/06/25.*</p> <p>*Claims that begin on or after July 6, 2025 are eligible for the new maximum benefit rate.</p>
Resources	<p>PFMLL Program FAQs</p> <p>Employer Guidebook</p> <p>Employee Guidebook</p>

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