Client Alert

Oregon - Year End Updates

Amendments to Paid Sick Leave

WHAT'S NEW: Oregon amended its sick leave law effective **January 1, 2026**.

The State has added additional permissible uses to its paid sick leave law. In addition to the existing permissible uses for paid sick leave, employees will now be able to utilize paid sick leave for blood donation purposes. The blood donation must be connected with a voluntary program approved or accredited by the American Association of Blood Banks or American Red Cross.

WHAT EMPLOYERS SHOULD DO: Employers should review their sick leave policies, update them as necessary, and ensure that managers are educated on the new requirements. **Find a Sample Policy here**.

New Hire Notices

WHAT'S NEW: Oregon amended its existing law to require employers to provide notices to employees at the time of hire. The new requirements are effective **January 1, 2026**.

Employers are now required to provide employees, at the time of hire, with a written notice explaining earnings and deductions that are listed on the itemized pay statement that is also required under Oregon law. The written notice must include the following:

- All types of pay rates that the employee may be eligible for (e.g. hourly pay, salary, piece rate, commission-based pay etc.);
- All benefit deductions and contributions;
- Every type of deduction that may apply;
- Allowances, if any, claimed as part of minimum wage;
- Employer-provided benefits that may appear as contributions and deductions;
- All payroll codes used for pay rates and deductions along with a detailed description or definition of each code.

Employers can deliver this information via e-mail, company website, or a physical document. The primary requirement is that method be easily accessible to employees at the time of hire.

WHAT EMPLOYERS SHOULD DO: Employers should review their internal hiring processes and ensure that the notices are provided to new hires.

The Oregon Bureau of Labor and Industries has prepared a template notice which can be found here: https://www.oregon.gov/boli/workers/Pages/paycheck-deductions.aspx

If you have any questions, please contact your HR Business Partner/Consultant.