



Oregon Employer News



April 9, 2026

2026 Quarter 1 payroll reports due April 30

**Be sure to file your combined payroll report for
the first quarter of 2026 by Thursday, April 30.**

- Submit your first quarter report electronically through your Frances Online account.

- Make your payment when you file your payroll reports through Frances' direct connection to Revenue Online by selecting "Make a Payment with DOR."
- For help submitting your quarterly reports or making payments, call us at: 503-947-1488.

Remember:

- If you have at least one employee with wages subject to Paid Leave Oregon, you must submit Paid Leave contributions, even if you are not subject to Unemployment Insurance (UI) taxes.
- When submitting your reports, **you must report all wages, for each employee, for both Paid Leave and UI.**

Get a Fidelity Bond for hiring people with employment barriers



The Oregon Employment Department participates in the Federal Bonding Program, a unique program for employers that provides Fidelity Bonds at no cost as an incentive to hire job seekers whose backgrounds may create barriers to employment. Employers can request bonds between \$5,000 and \$25,000 per qualifying new hire.

People who may qualify include those who:

- Have been involved with the justice system
- Are recovering from substance use disorders
- Are receiving TANF (Temporary Assistance for Needy Families)
- Have poor or no credit records (if the job requires good credit)
- Have little or no work history
- Were dishonorably discharged from the military

The Fidelity Bond provides an insurance guarantee against loss in cases of employee theft, forgery, larceny or embezzlement during the first six months of employment. Learn more and request a bond on the [Federal Bonding webpage](#).

Paid Leave Oregon IRS Revenue Ruling update: No changes or new costs for employers



Recent federal tax guidance on paid family and medical leave programs prompted Oregon lawmakers to act, but for most employers, nothing changes.

If you participate in the state-administered Paid Leave Oregon program:

- You do **not** need to take any action.
- There are **no new taxes or costs**.
- You will **continue reporting and paying contributions the same way**.
- No new tax forms are required.

A new state law allows Oregon to meet federal requirements through an internal accounting adjustment at OED. This keeps medical leave benefits from being taxed as wages, without adding complexity for employers.

Important: This update applies only to the state plan. Employers with equivalent plans should contact their plan provider for guidance.

Behind the scenes, Paid Leave Oregon will make system updates by January 1, 2027. Employers should not notice any changes.

If you have questions about Paid Leave Oregon or how this federal guidance relates to your business, please visit paidleave.oregon.gov or contact our team for assistance. If you have an equivalent plan, contact your plan administrator.

Lunch & Learn for Businesses



Make sure your digital content works for everyone



New digital accessibility guidelines take effect in 2026 for some businesses, but creating accessible digital content is a smart move for all workplaces.

Join assistive technology specialists from the Oregon Commission for the Blind for an informative webinar session on **Tuesday, April 21**, that explains what digital accessibility really means for people who are blind or have low vision. You'll learn simple, practical tips you can use right away to make your website, documents, and digital tools more accessible.

Who should attend: Business owners, executives, HR professionals, managers, and employees at all levels. Everyone is welcome, invite a colleague!

When: Tuesday, April 21, 12 – 1 p.m. [Register here](#)

[Subscribe](#) to get emails about upcoming learning opportunities related to disability in the workplace hosted by Vocational Rehabilitation and the Oregon Commission for the Blind.

Customer Service & Workforce Action Plan

In July 2025, Governor Kotek directed the Oregon Employment Department (OED) to conduct a thorough review of customer service, operations, and business support, and identify how the agency can improve customer service and strengthen Oregon's workforce development mission. This resulted in a comprehensive Action Plan with over 100 initiatives to be implemented over the next few years. We thank Oregon employers who provided feedback on their experiences with OED.



Employers told us they want simpler reporting processes and clearer guidance and communication. OED offers valuable business and workforce services, but we could improve awareness with more consistent outreach, particularly with small businesses.

We recently released **the formal [Action Plan](#)** to the public. The feedback we received from Oregon employers was critical to shaping this report, and we are committed to improving the experience for business and employers working with OED.

The Oregon Employment Department (OED) is an equal opportunity agency. OED provides free help so you can use our services. Some examples are sign language and spoken-language interpreters, written materials in other languages, large print, audio, and other formats. To get help, please call 503-947-1444. TTY users call 711. You can also send an email to communications@employ.oregon.gov.

El Departamento de Empleo de Oregon (OED) es una agencia de igualdad de oportunidades. El OED proporciona ayuda gratuita para que usted pueda utilizar nuestros servicios. Algunos ejemplos son intérpretes de lengua de señas e idiomas hablados, materiales escritos en otros idiomas, letra grande, audio y otros formatos. Para obtener ayuda, por favor llame al 503-947-1444. Usuarios de TTY pueden llamar al 711. También puede enviar un correo electrónico a communications@employ.oregon.gov.

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