



## Oregon employees Paid family and medical leave

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In 2023, Oregon launched a new, state-run program, [Paid Leave Oregon](#). Both employees and employers are required to pay into the plan.

As allowed by Oregon law, Lam has taken steps to save you money and provide you better benefits than the state provides.

### *What you need to know*

Lam has created a paid family and medical leave (PFML) plan for Oregon employees. Combined with Lam's short-term disability (STD) plan, Lam provides **benefits that are much better** than the state-run program and **at a lower cost to you** than the state-run program.

- All Lam employees in Oregon are enrolled automatically in the Lam Oregon PFML plan and in the Lam STD plan. **You cannot opt out.**
- PFML benefits are coordinated with STD benefits. For the Lam STD plan, you pay 0.5% of the first \$159,000 of your pay each year (up to \$795). You do not pay anything additional for the Lam Oregon PFML plan.
- For comparison, the Oregon state plan would allow Lam to collect 0.6% of the first \$184,500 of your pay (up to \$1,107).

### *How family and medical leave works in Oregon*

Under the state requirements for the PFML plan, you can take up to a total of 12 weeks of PFML in a 12-month period for these reasons:

- Family leave, which includes bonding after the birth or adoption of a child or time needed to care for a family member with a serious health condition
- Medical leave, to care for yourself when you have a serious health condition
- Safe leave, for survivors of sexual assault, domestic violence, bias crimes, harassment, or stalking

You could be eligible for an additional two weeks of PFML if you experience ongoing limitations due to pregnancy or childbirth recovery. (Medical complications are not required, and you may qualify if you require things like lactation counseling.)

Your Lam PFML and STD coverage enables you to take even longer leaves and receive more money than you would get from the PFML plan alone.

### *New York Life coordinates your benefits*

You will initiate your leave by contacting New York Life (NYL). Your NYL absence manager will advise you about the benefits you will receive. When you begin your leave, you may receive separate payments for Oregon PFML and for STD, depending on your wages (see examples below).

## Your Oregon PFML benefits

NYL will manage the details of your leave and will provide your Oregon PFML benefits, as defined by state regulations tied to the state average weekly wage (SAWW), which is \$1,363 in 2026:

- The weekly PFML benefit amount for employees who earn less than 65% of the SAWW (\$886 in 2026) is 100% of your average weekly wage. This only applies to you if you make less than \$46,069 per year (or \$886 per week).
- For employees who earn more than 65% of the SAWW, the weekly PFML benefit amount is 65% of the SAWW, plus 50% of the portion of your average weekly wage that is above 65% of the SAWW. **See the examples below** for how this works.
- The maximum weekly benefit amount is 120% of the SAWW (\$1,636 in 2026).
- PFML benefits may be taxable in Oregon.\*

## Your STD benefits

NYL will provide additional STD benefits to top up your payments as needed to align with these amounts, per Lam's policies:

- **Medical leave:** When you can't work because of your own medical condition (including pregnancy), your STD payments will supplement your PFML payments, so you receive **75% of your base pay for up to 180 days**. Generally, these STD payments are not taxed.\*
- **Family leave:** When you take time off to bond with a new baby or care for another family member, your STD payments will supplement your PFML payments, so you receive **100% of your base pay for up to 16 weeks**. Federal income tax will be withheld from your STD payments.\*

When you contact NYL to initiate your leave, your absence manager can tell you more about the coordination of these payments.

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### \* Note

There may be differences between how PFML payments and STD payments are taxed in Oregon.

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## Examples

### Example: Medical leave

Eric is a Lam employee in Oregon who makes \$72,800 per year, or \$1,400 per week. His doctor certifies the need for a medical leave that lasts 20 weeks. His payments are generally not taxable.

<b>Weeks 1–12</b>		<b>Payments</b>
PFML per state formula	65% of the state average weekly wage (SAWW)	\$886
PFML per state formula	Half of the amount of Eric's weekly base pay above 65% of the SAWW (\$514 x 50%)	\$257
PFML per state formula	Subtotal	\$1,143
STD from Lam (through NYL)	None, since \$1,143 is more than 75% of Eric's weekly base pay	\$0
	<b>Weeks 1–12 weekly total</b>	<b>\$1,143</b>
<b>Weeks 13–20</b>		
PFML per state formula	None, since PFML ends after 12 weeks	\$0
STD from Lam (through NYL)	75% of Eric's weekly base pay (\$1,400 x 75%)	\$1,050
	<b>Weeks 13–20 weekly total</b>	<b>\$1,050</b>

### Example: Family leave

Xiao is a Lam employee in Oregon who makes \$83,200 per year, or \$1,600 per week. He takes 16 weeks of family leave to bond with his new daughter. His payments are generally taxable.

<b>Weeks 1–12</b>		<b>Payments</b>
PFML per state formula	65% of the state average weekly wage (SAWW)	\$886
PFML per state formula	Half of the amount of Xiao's weekly base pay above 65% of the SAWW (\$714 x 50%)	\$357
PFML per state formula	Subtotal	\$1,243
STD from Lam (through NYL)	The amount necessary to bring Xiao to 100% of his weekly base pay (\$1,600 – \$1,243)	\$357
	<b>Weeks 1–12 weekly total</b>	<b>\$1,600</b>
<b>Weeks 13–16</b>		
PFML per state formula	None, since PFML ends after 12 weeks	\$0
STD from Lam (through NYL)	\$100% of Xiao's weekly base pay	\$1,600
	<b>Weeks 13–16 weekly total</b>	<b>\$1,600</b>

## *Frequently asked questions*

### **Why can't I opt out of Lam's STD plan in Oregon?**

Under the law, all employees in Oregon must participate in the state's PFML plan or an employer plan.

Lam's PFML and STD plans work together to provide excellent benefits to Lam employees, and they save you money. The total amount you pay for both the Lam PFML plan and the Lam STD plan is less than you would have to pay for the Oregon state PFML plan.

### **Could my costs increase in the future?**

In 2026, Lam is paying all costs for the PFML plan, and you pay up to \$795 per year for the STD plan.

Under Oregon law, Lam must provide Oregon PFML benefits and can collect contributions from your pay, up to the state limits. In the future, Lam may deduct PFML contributions from your pay, but your combined contributions for STD and PFML will not be more than the amount required by the state plan.

### **Why are payments during a leave so complicated?**

Oregon created a specific structure for PFML payments, and Lam's plan must adhere to those requirements. However, Lam has chosen to provide a higher level of benefits to our employees, which is why our STD plan tops up the PFML payments to equal the benefits Lam provides all U.S. employees.

NYL coordinates the payments, so you receive the full amount you're eligible for under Lam's STD plan.

## *How to request a leave of absence*

If you plan to take a leave of absence, you should notify your supervisor at least one month prior to the leave (if foreseeable) or as soon as reasonably possible (when leave is not foreseeable).

After you've notified your supervisor and as soon as you know the start date for your leave, visit the NYL portal at [myNYLGBS.com](https://myNYLGBS.com), and select **Employee Login**, then **Register here**. You can also call NYL at 855-710-1903.

Be prepared to supply the following information:

- Company name: Lam Research
- Employee ID or Social Security number
- Reason for your absence
- Expected start and end dates for your leave
- Your regular work schedule
- If your absence is related to illness or injury: the name, fax, and telephone number of the treating physician
- If you're caring for a qualified family member: their relationship to you

## *Learn more*

Visit the state website for [Paid Leave Oregon](#).

Visit LamBenefits.com for more information about your pay and benefits when [taking a leave of absence](#).

If you have questions, contact NYL at 855-710-1903.