

OSHA Job Safety and Health 'IT'S THE LAW!' All workers have the right to: Safe workplace, Raise a safety or health concern with your employer or OSHA, Report a work-related injury or illness, Receive information and training on job hazards, Request an OSHA inspection of your workplace, Participate in an OSHA inspection, File a complaint with OSHA, See any OSHA citations issued, Request copies of your medical records.

State Minimum Wage Effective July 1, 2023 Minimum Wage is \$14.20 Standard: Benton, Clatsop, Columbia, Deschutes, Hood River, Jackson, Josephine, Lane, Lincoln, Marion, Polk, Tillamook, Wasco, Yamhill, parts of Clackamas, Multnomah, & Washington

Workers' Compensation WHAT EMPLOYERS WILL PAY FOR WORKERS' COMPENSATION IN 2023: Workers' Compensation Services for Employers, Department of Consumer and Business Services provides many services to Oregon employers to help them lower workers' compensation costs.

Contact OSHA. We can help. 1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha.gov

State OSHA The Oregon Occupational Safety and Health Division (Oregon OSHA) of the Department of Consumer and Business Services has the primary responsibility for administering the act.

Workers' Compensation Compliance Oregon Workers' Compensation required posting notice • NOTICE OF COMPLIANCE Employer: This notice is in each business location in a place where your employees can see it. It is illegal to post this notice when your compensation insurance is not in effect.

Federal Minimum Wage Employees subject to the state minimum wage are obligated to pay the higher rate. EMPLOYER RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

USERRA - FOR USE BY PRIVATE SECTOR AND STATE GOVERNMENT EMPLOYERS YOUR RIGHTS UNDER USERRA THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

Workplace Accommodations Notice An equal opportunity employer will not discriminate on the basis of race, religion, color, sex, age, national origin, disability, veteran status, sexual orientation, gender identity, gender expression or any other classification protected by law.

Pregnant Workers Fairness Act (PWFA) WHAT IS THE PWFA? The Pregnant Workers Fairness Act (PWFA) is a Federal law that, starting June 27, 2023, requires employers to provide "reasonable accommodations" to a qualified worker's known limitations related to pregnancy, childbirth, or related medical conditions.

Family Medical Leave Act (FMLA) EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

State Family Medical Leave Military family leave up to 14 days if your spouse is a service member who has been called to active duty or is on leave from active duty.

Equal Employment Opportunity Know Your Rights: Workplace Discrimination is Illegal. The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment.

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Sick Time Law unpaid. You can start taking protected sick time after you've worked for at least 90 days. Your employer must notify you if you know how much sick time you have earned.

Work Schedule Law BUREAU OF LABOR AND INDUSTRIES OREGON EMPLOYEE WORK SCHEDULES LAW (Applicable to Retail, Hospitality and Food Service Establishments Effective July 1, 2018)

IRS Withholding If you are self-employed, you must pay estimated taxes. If you are an employee, your employer will withhold taxes from your pay.

Notice To Agricultural Workers July 1, 2023 - June 30, 2024 \$14.20 per hour Standard: Benton, Clatsop, Columbia, Deschutes, Hood River, Jackson, Josephine, Lane, Lincoln, Marion, Polk, Tillamook, Wasco, Yamhill, parts of Clackamas, Multnomah, & Washington

Payday Notice PAYDAY IS ON MONDAY TUESDAY WEDNESDAY THURSDAY FRIDAY SATURDAY SUNDAY PAY SCHEDULE IS WEEKLY BI-WEEKLY SEMI-MONTHLY MONTHLY

Sexual Harassment + Domestic Violence Oregon laws protect your right to work free from harassment. They also require your employer to provide supports if you are a victim of domestic violence.

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Emergency Notice AMBULANCE: FIRE-RESCUE: HOSPITAL: ALTERNATE: OSHA: accessibility ramps and air intake vents. 1-866-621-6107 or www.health.oregon.gov/medresfresh

ProService HAWAII HR that states your business Made in USA OREGON LAWS Protect You At Work July 2023 - June 2024

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