If you work OUTSIDE the urban growth boundary, you should make at least

Any wage increase will be rounded to the nearest five cents and takes effect July

If your employer isn't following the law or something feels wrong, give us

a call. The Bureau of Labor and Industries is here to enforce these laws and

SKU: OR2-27X40-ENG

# OSHA Job Safety and Health IT'S THE LAW!

#### All workers have the right to:

- A safe workplace.
- Raise a safety or health concern with your employer or OSHA, or report a workrelated injury or illness, without being retaliated against.
- Receive information and training on job hazards, including all hazardous substances in your workplace.
- Request an OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions. OSHA will keep your name confidential. You have the right to have a representative contact OSHA on your behalf.
- Participate (or have your representative participate) in an OSHA inspection and speak in private to the inspector.
- File a complaint with OSHA within 30 days (by phone, online or by mail) if you have been retaliated against for using your rights.
- See any OSHA citations issued to your employer.
- Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.

Contact OSHA. We can help.

**Employers must:** 

- Provide employees a workplace free from recognized hazards. It is illegal to retaliate against an employee for using any of their rights under the law, including raising a health and safety concern with you or with OSHA, or reporting a work-related injury or illness.
- Comply with all applicable OSHA standards.
- Report to OSHA all work-related fatalities within 8 hours, and all inpatient hospitalizations, amputations and losses of an eye within 24 hours.
- Provide required training to all workers in a language and vocabulary they can understand.
- Prominently display this poster in the workplace.
- Post OSHA citations at or near the place of the alleged violations.

FREE ASSISTANCE to identify and correct hazards is available to small and mediumsized employers, without citation or penalty, through OSHA-supported consultation programs in every state.



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

# ployers subject to the state minimum wage law are obligated to pay the higher rate Federal Minimum Wage

\$7.25 PER HOUR BEGINNING JULY 24, 2009 res employers to display this poster where employees can readily see it. OVERTIME PAY: at least 1½ times the regular rate of pay for all hours worked over 40 in a workweek. CHILD LABOR: An employee must be at least 16 years old to work in most non-farm jobs and at least 18 to work in non-farm jobs declared hazardous by the Secretary of Labor. Youths 14 and 15 years old may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs with certain work hours restrictions. Different rules apply in agricultural employment. Employers of "tipped employees" who meet certain conditions may claim a partial wage credit based on tips received by their employees. Employers must pay tipped employees a cash wage

of at least \$2.13 per hour if they claim a tip credit against their minimum wage obligation. If an employee's tips combined with the employer's cash wage of at least \$2.13 per hour do not equal the minimum hourly wage, the employer must make up the difference. NURSING MOTHERS (PUMP AT WORK): he FLSA requires employers to provide reasonable break time for a nursing employee to

express breast milk for their nursing child for one year after the child's birth each time the employee needs to express breast milk. Employers must provide a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by the employee to express breast milk

The Department has authority to recover back wages and an equal amount in liquidat damages in instances of minimum wage, overtime, and other violations. The Department may Ittigate and/or recommend criminal prosecution. Employers may be assessed civil money penalties for each willful or repeated violation of the minimum wage or overtime pay provisions of the law. Civil money penalties may also be assessed for violations of the FLSA's child labor provisions. Heightened civil money penalties may be assessed for each child labor violation that results in the death or serious injury of any minor employee, and such assessments may be doubled when the violations are determined to be willful or repeated. The law also prohibits retaliating against or discharging workers who file a complaint or participate in any proceeding under the FLSA.

Certain occupations and establishments are exempt from the minimum wage, and/or overtime pay provisions. Certain narrow exemptions also apply to the pump at work requirements. Special provisions apply to workers in American Samoa, the Commonwealth of the Northern Mariana Islands, and the Commonwealth of Puerto Rico. Some state laws provide greater employee protections; employers must comply with both.
Some employers incorrectly classify workers as "independent contractors" when they are actually employees under the FLSA. It is important to know the difference between the two because employees (unless exempt) are entitled to the FLSA's minimum wage and overtime page. protections and correctly classified independent contractors are not.

• Certain full-time students, student learners, apprentices, and workers with disabilities may be paid less than the minimum wage under special certificates issued by the Department of Labor.

1-866-487-9243 • TTY: 1-877-889-5627 • www.dol.gov/whd WAGE AND HOUR DIVISION • UNITED STATES DEPARTMENT OF LABOR

WHAT OTHER FEDERAL EMPLOYMENT LAWS MAY APPLY TO PREGNANT WORKERS?

Other laws that apply to workers affected by pregnancy, childbirth, or related medical condition

## **Pregnant Workers Fairness Act (PWFA)**

WHAT IS PWFA? The Pregnant Workers Fairness Act (PWFA) is a federal law that, starting June 27, 2023, requires covered employers to provide "reasonable accommodations" to a qualified worker's known limitations related to pregnancy, childbirth, or related medical conditions. unless the accommodation will cause the employer an "undue hardship." An undue ardship is defined as causing significant difficulty or expense.

Title VII which prohibits employment discrimination based on sex, pregnancy, or other protected categories (enforced by the U.S. Equal Employment Opportunity Commission "Reasonable accommodations" are changes to the work environment or the way things are The ADA which prohibits employment discrimination based on disability (enforced by the usually done at work. The Family and Medical Leave Act which provides unpaid leave for certain workers for WHAT ARE SOME POSSIBLE ACCOMMODATIONS FOR PREGNANT WORKERS? pregnancy and to bond with a new child (enforced by the U.S Department of Labor) Being able to sit or drink water The PUMP Act which provides nursing mothers a time and private place to pump at work (enforced by the U.S. Department of Labor) Having flexible hours Learn more at www.EEOC.gov/Pregnancy-Discrimination Receiving appropriately sized uniforms and safety apparel Receiving additional break time to use the bathroom, eat, and rest

Updated 6/23

# **Equal Employment Opportunity**

(now Your Rights: Workplace Discrimination is Illega The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you fro nination in employment. If you believe you've been discriminated against at work or in applying for a job, the EEOC may be able to help. Employees (current and former), including managers and temporary employees Job applicants Union members and applicants for membership in a union What Organizations are Covered?

Being excused from strenuous activities and/or exposure to chemicals not safe for

Taking leave or time off to recover from childbirth

State and local governments (as employers)
Educational institutions (as employers) What Types of Employment Discrimination are Illegal? Under the EEOC's laws, an employer may not discriminate against you, regardless of your immigration status, on Sex (including pregnancy and related conditions, sexual orientation, or gender identity)
Age (40 and older)

· Genetic information (including employer requests for, or purchase, use, or disclosure of genetic tests, genetic Retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsuit, Interference, coercion, or threats related to exercising rights regarding disability discrimination or pregnancy What Employment Practices can be Challenged as Discriminatory? larassment (including unwelcome verbal or physical conduct Hiring or promotion

Pay (unequal wages or compensation) Failure to provide reasonable accommodation for a disability or a sincerelyheld religious belief, observance or Obtaining or disclosing genetic information of employees Requesting or disclosing medical information of employees Conduct that might reasonably discourage someone from opposing discrimination, filing a charge, or participating

an investigation or proceeding.

Conduct that coerces, intimidates, threatens, or interferes with someone exercising their rights, or someone sisting or encouraging someone else to exercise rights, regarding disability discrimination (including odation) or pregnancy accommodation What can You Do if You Believe Discrimination has Occurred?
Contact the EEOC promptly if you suspect discrimination. Do not delay, because there are strict time limits for filling a charge of discrimination (180 or 300 days, depending on where you live/work). You can reach the EEOC in any of

Submit an inquiry through the EEOC's public portal: https://publicportal.eeoc.gov/Portal/Login.aspx 1-844-234-5122 (ASL video phone Visit an EEOC field office (information at www.eeoc.gov/field-office)

Additional information about the EEOC, including information about filing a charge of discrimination, is available at

Race, Color, Religion, Sex, Sexual Orientation, Gender Identity, National Origin Executive Order 11246, as amended, prohibits employment discrimination by Federal contractors based on race, color, religion, sex, sexual orientation, gender identity, or national origin, and requires affirmative action to ensure equality of opportunity in all aspects of employment. Asking About, Disclosing, or Discussing Pay
Executive Order 11246, as amended, protects applicants and employees of Federal contractors from discriminatio based on inquiring about, disclosing, or discussing their compensation or the compensation of other applicants or

ection 503 of the Rehabilitation Act of 1973, as amended, protects qualified individuals with disabilities from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment by Federal contractors. Disability discrimination includes not making reasonal other aspects or employment by request contractors. Disability discrimination includes not intaking leasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship to the employer. Section 503 also requires that Federal contractors take affirmative action to employ and advance in employment qualified individuals with disabilities at a levels of employment, including the executive level.

The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) enforces the nondiscrimination and affirmative action commitments of companies doing business with the Federal Government. If you are applying for a job with, or are an employee of, a company with a Federal contract or subcontract, you are protected update Federal law from the contract of the Complete Federal Contract or subcontract.

The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, prohibits employment discrimination against, and requires affirmative action to recruit, employ, and advance in employmen disabled veterans, recently separated veterans (i.e., within three years of discharge or release from active duty) active duty wartime or campaign badge veterans, or Armed Forces service medal veterans. Retaliation is prohibited against a person who files a complaint of discrimination, participates in an OECCP

Any person who believes a contractor has violated its nondiscrimination or affirmative action obligations under OFCCP's authorities should contact immediately The Office of Federal Contract Compliance Programs (OFCCP) U.S. Department of Labor 200 Constitution Avenue, N.W. Washington, D.C. 20210 1-800-397-6251 (toll-free)

If you are deaf, hard of hearing, or have a speech disability, please dial 7-1-1 to access telecomm relay services. OFCCP may also be contacted by submitting a question online to OFCCP's Help Desk at https:// ofccphelpdesk.dol.gov/s/, or by calling an OFCCP regional or district office, listed in most telephone directories under U.S. Government, Department of Labor and on OFCCP's "Contact Us" webpage at https://www.dol.gov/ PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE

Race, Color, National Origin, Sex In addition to the protections of Title VII of the Civil Rights Act of 1964, as amended, Title VI of the Civil Rights Act of 1964, as amended, Title VI of the Civil Rights Act of 1964, as amended, prohibits discrimination on the basis of race, color or national origin in programs or activities receiving Federal financial assistance. Employment discrimination is covered by Title VI if the primary objective of the financial assistance is provision of employment, or where employment discrimination causes or may cause discrimination in providing services under such programs. Title IX of the Education Amendments of 1972 prohibits employment discrimination on the basis of sex in educational programs or activities which receive Federal financial ection 504 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of

disability in any program or activity which receives Federal financial assistance. Discrimination is prohibited in all aspects of employment against persons with disabilities who, with or without reasonable accommodation, can If you believe you have been discriminated against in a program of any institution which receives Federal financia assistance, you should immediately contact the Federal agency providing such assistance.

## **Work Schedule Law**

**EMPLOYEE WORK SCHEDULES LAW** (Applicable in Retail, Hospitality and Food Services Establishments Effective July 1, 2018) Employees of retail, hospitality or food services establishments that employ 500 or more employees worldwide who are primarily engaged in providing retail, hospitality or food services are covered. Employees whose primary duties do not relate to retail, hospitality or food service

BUREAU OF LABOR AND INDUSTRIES OREGON

HOSPITAL:

**ALTERNATE** 

OSHA:

worker leasing companies or businesses that provide services to or on behalf of an employer are not covered or counted toward the 500 employee threshold. GOOD FAITH ESTIMATES OF WORK SCHEDULES Covered employers are required to provide written good faith estimates of employee work schedules at the time of hire that state the median number of hours the employee can expect to work in an average month and explain use of the "voluntary standby list" and whether an employee who is not on a standby list may expect to work on-call shifts, and if so, when an employee may be expected to work on-call shifts if not on the standby list.

operations: salaried employees who are exempt from minimum wage and workers supplied by

ADVANCE NOTICE OF WORK SCHEDULES seven calendar days (14 calendar days effective July 1, 2020) before the first day of work that runs through the last day of the posted work schedule in effect at the time of delivery. Work chedules are required to be posted in a conspicuous and accessible location

If the employer requests changes to the written work schedule, the employer must provide timely notice of the change. Employees may decline any work shifts not included in the covered employer's written work schedule. If the employer changes a written schedule without advance notice of at least seven calendar days prior to the beginning of the workweek in which the change occurs (14 calendar days effective July 1, 2020), the employer is required to pay the employee an additional hour of pay in addition to regular wages earned when: the employer adds more than 30 minutes to the work shift; changes the date or starting and stopping time with no loss of hours; or if the employer schedules the employee for an additional work shift or on-call shift. Employees may request in writing to work additional shifts or on-call work shifts any time after the advance notice of written work schedule. COMPENSATION FOR WORK SCHEDULE CHANGES Employers are required to provide compensation to employees for certain employer-requested

schedule changes that occur without required advance notice. (See BOLI website for more information.)

**VOLUNTARY STANDBY LISTS** 

Employers may maintain voluntary standby lists of employees willing to work additional hours due to unanticipated customer needs or unexpected absences if employees on the list request of agree in writing and the employer provides required written information to each employee. Such employees are not entitled to be compensated for these work schedule changes. Unless the employee requests or consents to work such hours, employers may not schedule or

require an employee to work during the first ten hours following the end of a previous calendar day's work or on-call shift or the first ten hours following the end of a work or on-call shift that If an employee works during the rest periods specified above, the employer must compensate the employee for each hour or portion of an hour that the employee works at the rate of one and one-half times the employee's regular rate of pay. RIGHT TO INPUT INTO WORK SCHEDULE Employees may identify limitations or changes in work schedule availability and request not to be

scheduled for work shifts during certain times or at certain locations. Employers may not retaliate against employees for making such requests, however, employers are under no obligation to grant employees' requests unless otherwise required to do so under other applicable laws. For additional information, contact the Bureau of Labor and Industries www.oregon.gov/boli • Email: whdscreener@boli.state.or.us Portland: 971-673-0761 Eugene: 541-686-7623 Salem: 503-378-3292 TTY: 711 Technical Assistance for Employers Program: 971-673-0824

See BOLI website for additional information regarding notice and posting requirements, retaliation prohibitions and enforcement and penalty provisions. This is a summary of the provisions of the Oregon Employee Work Schedules law. It is not a

THIS INFORMATION MUST BE POSTED IN A CONSPICUOUS LOCATION

**NO SMOKING** accessibility ramps and air intake vents.

**OR VAPING WITHIN 10 FEET** Under Oregon's Indoor Clean Air Act this business is smoke. aerosol and vapor free (ORS 433.835-870, effective January 1 2016). Smoking, aerosolizing or vaporizing of inhalants is not For information and complaints:

1-866-621-6107 or http://healthoregon.org/morefreshair For information and complaints: 1-866-621-6107 or www.healthoregon.org/smokefree

Want to guit smoking? 1-800-QUIT-NOW or 1-877-2NO-FUME (Español) allowed within 10 feet of building entrances, exits, windows,

#### **Payday Notice** PAYDAY IS ON □ MONDAY □ TUESDAY □ WEDNESDAY □ THURSDAY □ FRIDAY □ SATURDAY □ SUNDAY

**PAY SCHEDULE IS** ☐ WEEKLY ☐ BI-WEEKLY ☐ SEMI-MONTHLY ☐ MONTHLY ☐ \_

POLICE:

PAYCHECKS ARE ISSUED ON THE \_\_\_\_\_

**HAZARDOUS MATERIAL** 

**Emergency Notice** 

ProServicehawaii

TO REORDER, CALL 1-888-488-7678 OR ORDER AT STATEANDFEDERALPOSTER.CO





**State Minimum Wage** 

Call: 971-245-3844

Web: oregon.gov/boli

Se habla español.

Email: BOLI help@boli.oregon.gov

MINIMUM WAGE • If you make close to minimum wage, you may qualify for the Earned Income You must be paid at least minimum wage. The rate depends on where you work.

MAKING UNAUTHORIZED COPIES IS AGAINST THE LAW AND MAY SUBJECT YOU TO CIVIL AND CRIMINAL LIABILITY

Visit eitcoutreach.org

Effective July 1, 2023 Minimum Wage is \$14.20 \* The minimum wage you should get depends on your employer's exact address Benton, Clatsop, Columbia, Deschutes, Hood River, Jackson, Josephine, Lane, If you work INSIDE the urban growth boundary, you should make at least \$14.75 Lincoln, Linn, Marion, Polk, Tillamook, Wasco, Yamhill, parts of

\* Clackamas, Multnomah, & Washington \$13.50. Look up your work address here: bit.ly/metroboundary \*\* Effective July 1, 2024 Minimum Wage: Adjusted annually based on the increase, if any, to the US City average Consumer Price Index for All Urban \*By April 30th of each year, the Bureau will calculate an adjustment of the standard minimum wage rate.

Effective July 1, 2023 Minimum Wage is \$15.45 The adjustment is based on the increase, if any, from March of the prior year to Portland Metro Area March of the current year in the Consumer Price Index - U.S. City Average for All Clackamas, Multnomah, & Washington Urban Consumers for All Items prepared by the Bureau of Labor Statistics. Effective July 1, 2024 Minimum Wage: \$1.25 over the standard minimum wage

Effective July 1, 2023 Minimum Wage is \$13.20 **Nonurban Counties** Baker, Coos, Crook, Curry, Douglas, Gilliam, Grant, Harney, Jefferson, Klamath, Lake, Malheur, Morrow, Sherman, Umatilla, Union, Wallowa, Wheeler Effective July 1, 2024 Minimum Wage: \$1 less than the standard minimum

 Every worker must be paid at least minimum wage. There are exceptions The minimum wage goes up every year. These rates are in effect from July 1 2023 to June 30, 2024

 Tip credits are illegal in Oregon. • Deductions are allowed if legally required or if you agree in writing and the deduction is for your benefit. Your paycheck must show this information.

**State OSHA** IT'S THE LAW! **Know your rights** 

» You have the right to notify your employer or Oregon OSHA about workplace hazards. You may ask Oregon OSHA to keep your name confidential. » You have the right to request an Oregon OSHA inspection if you believe that there are unsafe or unhealthy conditions in your workplace. You or your representative may participate in the inspection You have the right to report a work-related injury or illness, without being retaliated » You can file a complaint with the Oregon Bureau of Labor and Industries within one vear or with federal OSHA within 30 days, of discrimination by your employer for making safety and health complaints or for exercising your rights under the Oregon » Anyone who wants to register a complaint about the administration of the Oregon

You have a right to a safe and healthful workplace

Safe Employment Act can do so by contacting:

employer must post the citations at the workplace

U.S. Department of Labor

1111 Third Ave., Suite 715

Seattle, WA 98101-3212

OSHA Region X

206-553-5930

» Your employer must correct workplace hazards by the date indicated on the citation and must certify that these hazards have been reduced or eliminated. You have the right to copies of your medical records or records of your exposure to toxic and harmful substances or conditions. Additionally, you may request the workplace injury and illness log. You have the right to know about hazardous substances used in your workplace. The Oregon Safe Employment Act of 1973 provides job safety and health protection for workers through the promotion of safe and healthful working conditions throughout

» You have a right to see Oregon OSHA citations issued to your employer. Your

the state. 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. Oregon OSHA issues occupational safety and health standards, and its trained safety

OREGON LAWS Protect You At Work July 2023 - June 2024

and health compliance officers conduct job-site inspections to ensure compliance wit the Oregon Safe Employment Act. Oregon OSHA has a staff of trained safety and health professionals available to work with businesses in all industries to improve workplace safety and health. Consultations and training opportunities are available at no charge to Oregon businesses by calling any of the phone numbers listed.

This free poster is available from Oregon OSHA - It's the law! -FOR MORE INFORMATION, copies of the Oregon Safe Employment Act, specific

safety and health standards, advice or assistance, call:

503-378-3272 Salem Central Office 541-388-6066 . 541-686-7562 Eugene 541-776-6030 Medford. 541-276-9175 Pendleton 503-229-5910 Portland. 503-378-3274

Oregon Administrative Rule 437-001-275(2)(a). 1-800-922-2689

Display this poster where all your workers can se



Updated 7/2



Updated 6/2

### **USERRA**

USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service in the National Disaster Medical System. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and

REEMPLOYMENT RIGHTS You have the right to be reemployed in your civilian job if you leave that job to perform service in the uniformed service and: • you ensure that your employer receives advance written or verbal notice of your service; • you have five years or less of cumulative service in the uniformed services while with that particular employer; • you return to work or apply for reemployment in a timely manner after conclusion of service; and • you have not been separated from service with a disqualifying discharge or under other than honorable conditions

YOUR RIGHTS UNDER USERRA THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

If you are eligible to be reemployed, you must be restored to the job and benefits you would have attained if you had not been absent due to military service or, in some cases

then an employer may not deny you: • initial employment; • retention in employment; • promotion; or • any benefit of employment because of this status. HEALTH INSURANCE PROTECTION • If you leave your job to perform military service, you have the right to elect to continue your existing employer-based health plan coverage for you and your dependents for up to 24 months while in the military. • Even if you don't elect to continue coverage during your military service, you have the right to be reinstated in your employer's health plan when you are reemployed, generally without any waiting periods or exclusions (e.g., pre-existing condition exclusions) except for service-connected illnesses or injuries.

If you: • are a past or present member of the uniformed service; • have applied for membership in the uniformed service; or • are obligated to serve in the uniformed service;

The U.S. Department of Labor, Veterans Employment and Training Service (VETS) is authorized to investigate and resolve complaints of USERRA violations. • For assistance in filing a complaint, or for any other information on USERRA, contact VÉTS at 1-866-4-USA-DOL or visit its website at https://www.dol.gov/agencies/vets/. An interactive online USERRA Advisor can be viewed at https://webapps.dol.gov/elaws/vets/userra • If you file a complaint with VETS and VETS is unable to resolve it, you may request that your case be referred to the Department of Justice or the Office of Special Counsel, as applicable, for representation. • You may also bypass the VETS process and bring a civil action against an employer for violations of USERRA.

In addition, an employer may not retaliate against anyone assisting in the enforcement of USERRA rights, including testifying or making a statement in connection with a proceeding under USERRA, even if that person has no service connection.

The rights listed here may vary depending on the circumstances. The text of this notice was prepared by VETS, and may be viewed on the internet at this address: https://www. dol.gov/agencies/vets/programs/userra/poster Federal law requires employers to notify employees of their rights under USERRA, and employers may meet this requirement by displaying the text of this notice where they customarily place notices for employees.







LEAVE ENTITLEMENTS: Eligible employees who work for a covered employer can take up to 12 weeks of unpaid, job-protected leave in a 12-month period for

The birth of a child or placement of a child for adoption or foster care; To bond with a child (leave must be taken within 1 year of the child's birth or placement): To care for the employee's spouse, child, or parent who has a qualifying serious health condition: For the employee's own qualifying serious health condition that makes the employee unable to perform the employee's job; For qualifying exigencies related to the foreign deployment of a military

or next of kin may also take up to 26 weeks of FMLA leave in a single 12-month period to care for the servicemember with a serious injury or illness. An employee does not need to use leave in one block. When it is medically necessary or otherwise permitted, employees may take leave intermittently or on

Employees may choose, or an employer may require, use of accrued paid leave

An eligible employee who is a covered servicemember's spouse, child, parent,

member who is the employee's spouse, child, or parent.

while taking FMLA leave. If an employee substitutes accrued paid leave for FMLA leave, the employee must comply with the employer's normal paid leave policies. BENEFITS & PROTECTIONS: While employees are on FMLA leave, employers must continue health insurance coverage as if the employees were not on leave. Upon return from FMLA leave, most employees must be restored to the same job or one nearly identical to it with equivalent pay, benefits, and other employment terms and conditions.

An employer may not interfere with an individual's FMLA rights or retaliate against someone for using or trying to use FMLA leave, opposing any practice made unlawful by the FMLA, or being involved in any proceeding under or related to the **ELIGIBILITY REQUIREMENTS:** An employee who works for a covered employer

nust meet three criteria in order to be eligible for FMLA leave. The employee Have worked for the employer for at least 12 months; Have at least 1.250 hours of service in the 12 months before taking leave:\*

miles of the employee's worksite

**WAGE AND HOUR DIVISION** 

Were there major changes to...

to support your safety.

UNITED STATES DEPARTMENT OF LABOR

YOU MAY NEED TO CHECK YOUR WITHHOLDING

Work at a location where the employer has at least 50 employees within 75

notice of the need for FMLA leave. If it is not possible to give 30-days' notice, an employee must notify the employer as soon as possible and, generally, follow the employer's usual procedures Employees do not have to share a medical diagnosis, but must provide enough information to the employer so it can determine if the leave qualifies for FMLA protection. Sufficient information could include informing an employer that the

\*Special "hours of service" requirements apply to airline flight crew employees

**REQUESTING LEAVE:** Generally, employees must give 30-days' advance

employee is or will be unable to perform his or her job functions, that a family member cannot perform daily activities, or that hospitalization or continuing medical treatment is necessary. Employees must inform the employer if the need for leave is for a reason for which FMLA leave was previously taken or certified. Employers can require a certification or periodic recertification supporting the need for leave. If the employer determines that the certification is incomplete, it

must provide a written notice indicating what additional information is required. EMPLOYER RESPONSIBILITIES: Once an employer becomes aware that an employee's need for leave is for a reason that may qualify under the FMLA, the employer must notify the employee if he or she is eligible for FMLA leave and, if eligible, must also provide a notice of rights and responsibilities under the FMLA. If the employee is not eligible, the employer must provide a reason for ineligibility Employers must notify its employees if leave will be designated as FMLA leave, and if so, how much leave will be designated as

of Labor, Wage and Hour Division, or may bring a private lawsuit against an The FMLA does not affect any federal or state law prohibiting discrimination or supersede any state or local law or collective bargaining agreement that provides greater family or medical leave rights.

**ENFORCEMENT:** Employees may file a complaint with the U.S. Department

Where can I find more information? Call 1-866-487-9243 or visit dol.gov/fmla to learn more. If you believe your rights under the FMLA have been violated, you may file a complaint with WHD or file a private lawsuit against your employer in court. Scan the QR code to learn about our WHD complaint process.

For additional information: 1-866-4-USWAGE (1-866-487-9243) TTY: 1-877-889-5627 www.dol.gov/whd U.S. Department of Labor • Wage and Hour Division

# **Polygraph Protection**

The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for pre-employment screening or during the course Employers are generally prohibited from requiring or requesting any employee or job applicant to take a lie detector test, and from discharging, disciplining, or discriminating

against an employee or prospective employee for refusing to take a test or for exercising other rights under the Act. Federal, State and local governments are not affected by the law. Also, the law does not apply to tests given by the Federal Government to certain private individuals engaged

The Act permits polygraph (a kind of lie detector) tests to be administered in the private sector, subject to restrictions, to certain prospective employees of security service firms armored car, alarm, and guard), and of pharmaceutical manufacturers, distributors and dispensers. The Act also permits polygraph testing, subject to restrictions, of certain employees of private firms who are reasonably suspected of involvement in a workplace incident (theft embezzlement, etc.) that resulted in economic loss to the employer

The law does not preempt any provision of any State or local law or any collective bargaining agreement which is more restrictive with respect to lie detector tests. Where polygraph tests are permitted, they are subject to numerous strict standards concerning the conduct and length of the test. Examinees have a number of specific rights including the right to a written notice before testing, the right to refuse or discontinue a test, and the right not to have test results disclosed to unauthorized persons.

The Secretary of Labor may bring court actions to restrain violations and assess civil penalties against violators. Employees or job applicants may also bring their own court THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT. 1-866-487-9243 • TTY: 1-877-889-5627 www.dol.gov/whd

## **IRS Withholding**

Since you last filed Form W-4 with your employer did you... Gain or lose a dependent? Change your name?

Your nonwage income (interest, dividend, capital gains, etc.)? Your family wage income (you or your spouse started or ended a job)? our itemized deductions? Your tax credits?

Oregon laws protect your right to work free from harassment.

To any of these or you owed extra tax when you filed your last return, you may need to file a new Form W-4. See your employer for a copy of Form W-4 or call the IRS at I-800-829-3676. Now is the time to check your withholding. For more details, get Publication 919, How Do I Adjust My Tax Withholding?, or use the Withholding Calculator at www.irs.gov/individuals on the IRS website. Employer: Please poster or publish this Bulletin Board Poster so that your employees will see it. Please indicate where they can get forms and information on this subject.

## **Sexual Harassment + Domestic Violence**

They also require your employer to provide supports if you are a victim of domestic violence.

You have the right to a workplace free from harassment, discrimination, and sexual assault. Your employer must have a policy to reduce and prevent these violations. Discrimination because of race, color, sex, sexual orientation, national origin, religion, marital status, uniformed service, disability, or age is illegal.

 Sexual harassment can look like unwelcome sexual advances, requests for sexual favors, or conduct of a sexual nature (verbal, physical, or visual), that is directed toward an • It can also include conduct that is not sexual but is gender-related. Sexual harassment can be targeted toward someone of the same or different sex or gender. DOMESTIC VIOLENCE PROTECTIONS If you experience domestic violence, harassment, sexual assault, or stalking (or if you are a parent or guardian of a victim), your employer must make reasonable changes

procedure, or other adjustment after threatened or actual events. You can also take protected leave to find legal or law enforcement assistance, get medical treatment for injuries or mental health support, move or change your living · Your employer must keep all documents and information confidential. You can't be fired, suspended, retaliated or discriminated against in any way because you are a victim.

If your employer isn't following the law or something feels wrong, give us a call. The Bureau of Labor and Industries is here to enforce these laws and protect you.

MAKING UNAUTHORIZED COPIES IS AGAINST THE LAW AND MAY SUBJECT YOU TO CIVIL AND CRIMINAL LIABILITY

Email: BOLI help@boli.oregon.gov Web: oregon.gov/boli Se habla español OREGON LAWS Protect You At Work July 2023 - June 2024 **Workers' Compensation** 

Premium assessment: 4.6 percent for 2010, based on premiums paid, unchanged

from the past three years. Please share this notice with your payroll and risk

The Department of Consumer and Business Services has determined that the

average pure premium rate Oregon employers will pay for workers' compensation

premium rate is the base premium reflecting the actual cost of workplace injury and

change in the rate. Prior to that, there were 12 consecutive annual decreases from

than 60 percent and represents an estimated \$17.4 billion in workers' compensation

average across all types of businesses. Rates for specific businesses and industry

Employers pay their premiums directly to their insurers. Premiums do not fund state

For calendar year 2010, the Department of Consumer and Business Services has set

employers help injured workers return to work. Employers who fail to provide workers

compensation coverage required by law are still subject to the assessment. The rate

from workers' wages. Each quarter, employers use Forms OQ and OTC (or approved

of 2.8 cents per hour is the employer's and worker's rate combined. Employers pay

at least half (1.4 cents per hour) of this assessment, and deduct no more than half

electronic equivalents) to report and pay the full assessment amount to the state

through Oregon's Combined Payroll Tax Reporting System. For comprehensive

Hotline at 503-378-2372 or e-mail wbfassess.fabs@state.or.us.

2010 Workers' Compensation Premium Assessment Rate

information about the Workers' Benefit Fund Assessment, go to www.oregon.gov/

DCBS/FABS/wbf.shtml. You also can call the Workers' Compensation Assessments

Effective Jan. 1, 2010, the assessment used to fund workers' compensation related

programs and workplace safety and health programs that serve Oregon employers

and workers will be set at an amount equal to 4.6 percent of the premiums charged

percent is unchanged from the rate effective during the past three years. Self-insured

employers and self-insured employer groups will pay a rate of 4.8 percent, which is

also unchanged from the past three years. Workers' compensation insurers, self-

insured employers, and self-insured employer groups pay this assessment to the

but must identify that cost as a separate line item on billing statements.

isition or modification of equipment or devices •More frequent or longer break periods or periodic rest: Modification of work schedules or job assignments

**BREAKS & MEALS + OVERTIME & PAYCHECKS** 

bathroom to pump) until your child reaches 18 months of age.

vorkers/Pages/meals-and-breaks.aspx for more information

business days or the next payday, whichever is first.

OREGON FAMILY LEAVE

least 25 employees

Oregon Family Leave Act (OFLA).

30 hours you work up to at least 40 hours a year.

r a public health emergency.

for workers' compensation coverage. The 2010 premium assessment rate of 4.6

the Workers' Benefit Fund assessment rate at 2.8 cents, unchanged from the past

three years. This applies to each full or partial hour worked by each paid individual

that an employer is required or chooses to provide with workers' compensation

injured workers and their beneficiaries. The fund also provides money to help

insurance coverage. This fund pays for programs that provide direct benefits to

groups may be higher or lower, depending on group and individual claim records.

2010 Workers' Benefit Fund Assessment ("Cents-Per-Hour") Rate

1991 to 2002. The cumulative decrease in pure premiums since 1990 totals more

2010 Workers' Compensation Insurance Average Premium Rate

WHAT EMPLOYERS WILL PAY FOR WORKERS' COMPENSATIO N IN 2010: or visit www.dcbs.oregon.gov and click on "Workers' Compensation Rates." Workers' compensation insurance premiums: The average pure premium rate will Workers' Compensation Services for Employers decline by 1.3 percent from the average 2009 level. Pure premiums are the base The Department of Consumer and Business Services provides many services to rates, before insurer costs are added · Workers' Benefit Fund ("cents-per-hour") assessment: 2.8 cents per hour or partial nour worked by each paid employee subject to workers' compensation coverage, is a sampling of those services. unchanged from the past three years.

Oregon employers to help them lower workers' compensation costs, understand workers' compensation law, and improve workplace safety and health. The following Return-to-work programs Both employers and injured workers benefit when a worker returns to gainful employment as quickly as possible after an on-the-job injury. The Employer-at-Injury Program (EAIP) and the Preferred Worker Program (PWP), which are funded by worker and employer payroll assessments, help employers and workers in that effort.

• EAIP encourages early return to work by helping employers use transitional work assignments for injured workers who are recovering from an injury. The insurance in 2010 will decrease by 1.3 percent from the average 2009 level. The pure insurer responsible for the worker's claim administers the program and requests reimbursement for program costs from the Workers' Compensation Division. Program Ilness claims, before insurer administrative expenses and profit are added. This is the reimbursements include wage subsidy; worksite modification; and certain types of fourth consecutive year the rate has decreased, following four years in a row with no purchases necessary for transitional work, such as tuition, books and fees, tools and equipment, or clothing. • The Preferred Worker Program covers workers who have a permanent disability from an Oregon on-the-job injury and are unable to return to regular work because premium savings to employers. The 2010 rate decrease of 1.3 percent represents an

of that injury. PWP provides financial incentives for employers that hire, or rehire, a preferred worker, including premium exemption, claim cost reimbursement, wage subsidy, worksite creation and modification, and employment purchases. For more information on the return-to-work programs, visit <a href="www.oregonrtw.info">www.oregonrtw.info</a>, e-mail OregonEAIP@state.or.us or OregonPWP@state.or.us, or call 503-947-7813 or 800-445-3948 (toll-free)

• The Workers' Compensation Division provides training, conferences, workshops, and speakers to help you understand workers' compensation issues. Training can be tailored to any audience, and some sessions offer continuing-education credit. Call • Oregon OSHA provides workshops on basic safety and health programs, safety committees, and accident investigation as well as technical training on specific topics

888-292-5247. Visit www.orosha.org for a schedule of classes. Safety and health consultations Oregon OSHA offers no-cost, on-site safety and health assistance to help Oregon employers recognize and correct workplace safety and health problems. Call 503-378-3272 or 800-922-2689 or e-mail consult.web@state.or.us. Safety and health recognition Oregon OSHA recognizes employers for making a commitment to workplace safety

such as ergonomics and excavations. For more information, call 503-947-7443 or

and health through SHARP (Safety and Health Achievement Recognition Program) and VPP (Voluntary Protection Program). Call 503-947-7437 or 800-922-2689 or e-mail consult web@state or us Small Business Ombudsman The Small Business Ombudsman for workers' compensation serves as an advocate for employers. Employers looking for workers' compensation insurance coverage and

needing assistance in claim processing or claim management may contact the office

503-378-4209 More information Workers' Compensation Division: call 800-452-0288, e-mail workcomp.questions@ state. Insurers can pass on the cost of the assessment to the employers they cover. state.or.us, or visit www.wcd.oregon.gov For more information about workers' compensation costs: contact your insurer call the Oregon Department of Consumer and Business Services, 800-452-0288,

Oregon OSHA: call 503-378-3272 or 800-922-2689, e-mail tech.web@state.or.us, or

### **Workers' Compensation Compliance**

• Post this notice in each business location in a place where your employees can see it. It is illegal to post this notice when workers' compensation insurance is not in effect.
• Give the insurance and employer information listed at the bottom of the notice to injured workers for their health care provider's billing needs. Notify your insurer of a worker's injury within five (5) days of your know-ledge of a claim or accident that may result in a compensable injury.
 If you have questions about workers' compensation insurance, call the Workers' Compensation Division at 800-452-0288.
 To order additional posters, Spanish language posters, or to get Notice of Compliance information in other languages, call 503-947-7814 or go online to WorkCompPoster.wcd.oregon.gov.

To look up employer coverage information, go online to <a href="WorkCompCoverage.wcd.oregon.gov">WorkCompCoverage.wcd.oregon.gov</a>. Notify your employer right away and ask for a Form 801 "Report of Job Injury or Illness." You have the right to file a claim if you are injured on the job. What does my employer have to do?
Your employer must give you the Form 801 "Report of Job Injury or Illness." Then, your employer must give notice of your claim to the insurer.

Get medical treatment from a doctor or other health care professional of your choice. Your employer cannot choose your health care provider. Some providers have limits on the services they offer, so ask your provider about these limits. Give your employer's name and insurance information listed below to your health care provider. What if I can't do my job?

Your health care provider may approve time off work. The insurer will tell you if you are eligible for benefits. Your employer may have light-duty work you can do while you recover It is important to stay in contact with your employer and your insurer.

If you have questions, you may contact the Ombudsman for Industry Morkers at 800-927-1271 or the Workers' Compensation Division at 800-452-0288. You can find the most current information about your employer's workers' compensation insurance at <a href="WorkCompCoverage.wcd.oregon.gov">WorkCompCoverage.wcd.oregon.gov</a>. This employer provides workers' compensation insurance for on-the-job injuries.

This employer provides workers' compensation insurance for on-the-job injuries.

Insured policy holder: Employer:

is an equal opportunity employer and does not discriminate on the basis of race, religion, color, sex, age, national origin, disability, veteran status,

## **Workplace Accommodations Notice**

will make reasonable accommodations for known physical or mental disabilities of an applicant or employee as well as known limitations related to oregnancy, childbirth or a related medical condition, such as lactation, unless the accommodation would cause an undue hardship. Among other possibilities, reasonable accommodations could include

Employees and job applicants have a right to be free from unlawful discrimination and retaliation •Deny employment opportunities on the basis of a need for reasonable accommodation

Take an adverse employment action, discriminate or retaliate because the applicant or employee has inquired about, requested or used a reasonable accommodation

To request an accommodation or to discuss concerns or questions about this notice, please contact any one of our supervisors or \_\_\_\_\_ . in the human resources department

#### **Breaks & Overtime**

Your employer is required to give you breaks free from work responsibilities. There are specific rules about overtime pay and paychecks. For each 8 hour work shift you get these breaks free from work responsibilities. » Two 10 minute paid rest breaks (15 minutes if you are under 18) » One 30 minute unpaid meal break

Require an applicant or an employee to accept an accommodation that is unnecessary.

Deny reasonable accommodation for known limitations, unless the accommodation would cause an undue hardship.

Require an employee to take family leave or any other leave, if the employer can make reasonable accommodation instead.

**OVERTIME & PAYCHECKS** You must receive overtime pay at 1.5 times your regular pay rate for hours you work over 40 in a workweek (or over 55 if you work in agriculture). There are exceptions but they are uncommon. Regular paydays are required by law. You must receive a paycheck at least every 35 days. Your employer must provide you with a detailed paystub.

other paid leave available. Paid family leave will be available in 2023.

You also get reasonable breaks as needed to express milk (and a private space that is not a

• If your shift is longer or shorter than 8 hours, refer to the chart here or visit oregon.gov/boli/

Se habla español. • If you are fired or permanently laid off, you must get your last paycheck by the end of the next OREGON LAWS Protect You At Work July 2023 - June 2024 • If you quit with 48+ hours' notice, you must get your last paycheck on your last day of

employment. If you do not give 48 hours' notice, you must get your last paycheck within 5

2 hrs 1 min - 5 hrs 59 min

6 hrs 1 min - 10 hrs

6 hrs

14 hrs

CONTACT US

Call: 971-245-3844

Web: oregon.gov/boli

Email: BOLI\_help@boli.oregon.gov

» 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. You can take time off to take care of yourself or close family members under the » Sick child leave for your child with an illness, injury or condition that requires home care but is not serious, or to care for a child whose school or place of care is closed because of a public health emergency.

you are working. When you come back you must be returned to your former job or a similar position if your old job no longer exists. days prior at an average of at least 25 hours per week. Your employer must have at If your employer isn't following the law or something feels wrong, give us a call.

» Parental leave for either parent to take time off for the birth, adoption, or foster Call: 971-245-3844

placement of a child. If you use all 12 weeks, you can take up to 12 more weeks for Web: oregon.gov/boli Serious health condition of your own, or to care for a family member. Se habla español. Pregnancy disability leave before or after birth of child or for prenatal care. You can take up to 12 weeks of this in addition to 12 weeks for any reason listed here.

# **Sick Time Law**

All Oregon workers get protected sick time. f you work for an employer with 10+ employees (6+ if they have a location in Portland), you get Your employer must give you sick time. You get at least 1 hour of protected sick time for every

injured, experiencing mental illness, or need to visit the doctor. Also covered:

• You can start taking protected sick time after you've worked for at least 90 days. Your employer must regularly let you know how much sick time you have earned. If your employer isn't following the law or something feels wrong, give us a call. The Bureau • You can use sick time for many reasons including if you (or a family member) are sick,

Your employer must pay you your regular wage when you take sick time if they have 10+ mployees (6+ if they have a location in Portland). Otherwise, your sick time is protected but

**EQUAL PAY** Your employer must pay you the same amount as other people doing similar work. • It's illegal for your employer to pay you less than someone else because of your gender Different pay may be allowed if there is system based on bona fide factors including one or more of the following: seniority, merit, a system that measures earnings by quantity or quality of production, workplace location, travel, education, training, or experience. You're also protected during the hiring process:

 Your employer can't use pay cuts to make your pay equal with other employees • If you need to, you can file a complaint at **oregon.gov/boli**. You could get back pay or the pay If your employer isn't following the law or something feels wrong, give us a call. The Bureau of Labor and Industries is here to enforce these laws and protect yo Email: BOLI\_help@boli.oregon.gov Web: oregon.gov/boli Se habla español. » Employers cannot ask for your salary/pay history before they make an offer of employment » Employers cannot screen job applicants based on current or past salary/pay history » Employers cannot determine compensation for a job based on the pay history of a potential new

OREGON LAWS Protect You At Work July 2023 - June 2024

July 1, 2023 - June 30, 2024

Portland Metro Area

**Nonurban Counties** 

\$13.20 per hour

\* Clackamas, Multnomah, & Washington

your work address here: bit.ly/metroboundary

Email: BOLI\_help@boli.oregon.gov

Web: oregon.gov/boli

# **Notice To Agricultural Workers**

**AGRICULTURAL WORKERS** 

employ minors under the age of 14

workers over 16.

■ In general, agricultural workers must be paid at least the minimum wage for the region where your employer is located. ■ Effective January 1, 2023, agricultural workers also earn overtime for hours worked over 55 in a workweek ■ For each 8-hour work shift, you get two 10 minute paid rest breaks (15 minutes if you are under 18) and one 30 minute unpaid meal break free from work ■ Minors under 18 years of age may work in non-hazardous farm jobs outside of

Minimum Wage + Exceptions Agricultural employers are not required to pay minimum wage to: ■ Members of the employer's immediate family. ■ Local hand harvest or pruning workers who are paid piece rate and who worked fewer than 13 weeks during the previous calendar year. ■ Migrant hand harvest workers 16 or younger who are paid the same piece rate as

school hours. Minors 14 through 17 years of age who operate power driven farm

machinery or ride in or on machinery must obtain a certificate of training and the

employer must obtain an employment certificate. Employers must obtain a permit to

employer who did not exceed 500 piece-rate-work-days\* of agricultural labor in any quarter of the previous calendar year. \*A piece-rate-work-day accrues for each day an employee performs piece rate agricultural labor for at least one hour.

■ Hand harvest and pruning workers who are paid piece rate and work for an

■ Workers mainly engaged in the range production of livestock.

If you make close to minimum wage, you may qualify for the Earned Income Tax OREGON LAWS Protect You At Work July 2023 - June 2024 Credit. Visit eitcoutreach.org to check.

**Paid Leave Oregon** Starting in September 2023, Paid Leave Oregon will serve most employees in Oregon by providing paid leave for the birth or adoption of a child, your or a loved one's serious illness or if you experience sexual assault, domestic violence, harassment, or

Who pays for Paid Leave Oregon? Starting on January 1, 2023, employees and employers contribute to Paid Leave Oregon through payroll taxes. Contributions are calculated as a percentage of wages and your employer will deduct your portion of the contribution rate from your

amounts depend on what an employee earned in the prior year.

If your leave is foreseeable, you are required to give notice to your employer at least 30 days before starting paid family, medical or safe leave. If you do not give the required notice, Paid Leave Oregon may reduce your first weekly benefit by 25%. How do I apply for Paid Leave? In September 2023, you can apply for leave with Paid Leave Oregon online at **paidleave**.

oregon.gov or request a paper application from the department. If your application is denied, you can appeal the decision with the Oregon Employment Department.

vou are working How is my information protected? Any health information related to family, medical or safe leave that you choose to share with your employer is confidential and can only be released with your permission, unless the release is required by law.

for at least 90 consecutive calendar days. You will not lose your pension rights while

on leave and your employer must keep giving you the same health benefits as when

What if I have questions about my rights? It is unlawful for your employer to discriminate or retaliate against you because you asked about or claimed paid leave benefits. If your employer is not following the law, you have the right to bring a civil suit in court or to file a complaint with the Oregon

Email: help@boli.oregon.gov Learn more about Paid Leave Oregon

• who declines to attend or participate in an employer-sponsored meeting or communication if the primary purpose of the meeting or communication is to communicate the opinion of the employer about religious or political matters; • as a means of requiring an employee to attend such a meeting or communication; or • because the employee makes a good faith report, orally or in writing, of a violation or a suspected violation of this law.

If you are eligible for paid leave, your employer cannot prevent you from taking it. Your job is protected while you take paid leave if you have worked for your employer

Bureau of Labor & Industries (BOLI). You can file a complaint with BOLI online, via phone or email:

Adverse Employment

Meal Breaks

10 hrs 1 min - 13 hrs 59 min 14 hrs 1 min - 18 hrs If your employer isn't following the law or something feels wrong, give us a call. The Bureau of Labor and Industries is here to enforce these laws and protect you.

**Rest Breaks** 

**State Family Medical Leave** 

 This time is protected, but often unpaid unless you have vacation, sick, or » Bereavement leave for up to 2 weeks after the death of a family member. • To be eligible, you must have worked an average of 25 hours per week for 180 days • Your employer must keep giving you the same health insurance benefits as when just 180 days for parental leave. Separation from employment or removal from the schedule for up to 180 days does not count against eligibility. During a public health emergency, you are eligible for all types of OFLA leave after working for at least 30

You can take up to a total of 12 weeks of time off per year for any of these reasons The Bureau of Labor and Industries is here to enforce these laws and protect you. Email: BOLI help@boli.oregon.gov

OREGON LAWS Protect You At Work July 2023 - June 2024

Email: BOLI help@boli.oregon.gov ereavement, parental leave, and leave to care for a child whose school or place of care is closed Web: oregon.gov/boli OREGON LAWS Protect You At Work July 2023 - June 2024

**Oregon Equal Pay Law** 

\$14.20 per hour Benton, Clatsop, Columbia, Deschutes, Hood River, Jackson, Josephine, Lane, Lincoln, Linn, Marion, Polk, Tillamook, Wasco, Yamhill, parts of \* Clackamas, Multnomah, & Washington \$15.45 per hour

What benefits are provided through Paid Leave Oregon and who is eligible? Employees in Oregon that have earned at least \$1,000 in the prior year may qualify for up to 12 weeks of paid family, medical or safe leave in a benefit year. While on

When do I need to tell my employer about taking leave?

leave, Paid Leave Oregon pays employees a percentage of their wages. Benefit

Web: paidleave.oregon.gov Call: 833-854-0166 Email: paidleave@oregon.gov

NOTICE TO EMPLOYERS AND EMPLOYEES • OREGON LAWS 2009, CHAPTER 658 (SENATE BILL 519)

Under Oregon law effective January 1, 2010, an employer may not discharge, discipline or otherwise penalize or threaten to discharge, discipline or otherwise penalize or take

Baker, Coos, Crook, Curry, Douglas, Gilliam, Grant, Harney, Jefferson, Klamath, Lake, Malheur, Morrow, Sherman, Umatilla, Union, Wallowa, Wheeler \*The minimum wage you should get depends on your employer's exact address. If

you work INSIDE the urban growth boundary, you should make at least \$15.45. If you

work OUTSIDE the urban growth boundary, you should make at least \$14.20. Look up

If your employer isn't following the law or something feels wrong, give us a call.

The Bureau of Labor and Industries is here to enforce these laws and protect you.

Web: www.oregon.gov/boli Call: 971-245-3844

The law does not prohibit an employer from requiring attendance at meetings that are not primarily about religious or political matters. The law also does not prohibit an employer from offering meetings, forums or other communications about religious or political matters for which attendance or participation is strictly voluntary. An aggrieved employee may bring a civil action no later than 90 days after the date of the alleged violation in the circuit court of the judicial district where the violation is alleged to have occurred or where the principal office of the employer is located.

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