

2025 Legislative Update for Oregon

Date: December 17, 2024

As your HR Partner, we keep you informed of new employment laws affecting Oregon in late 2024 and into 2025. In this document, you'll find summaries of new legislation and how it may impact your business and employees in the coming year. Please read the summaries and click on the linked resources to learn more about each legislation.

If you have questions about the new legislation, please contact us at 808-394-8878 to speak with one of our expert HR Consultants. Mahalo!

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Short Summaries:

Minimum Wage

The minimum wage in Oregon will increase to \$14.70 per hour effective July 1, 2025.

There are specific minimum wage requirements for certain localities:

- Portland Metro Area: The minimum wage will be \$15.95 per hour
- Non urban counties of the Portland Metro Area: The minimum wage will be 13.70 per hour.

Warehouse Employee Protections

Oregon legislature passed a law creating rules and standards for warehouse employees.

These rules and standards include:

- Employers of warehouse distribution centers with 100 or more non-exempt employees at one location or 1000 or more nonexempt employees at multiple locations must comply with quota laws.
- Provide employees with written documentation of any quotas they are subject to.
- Include number of tasks or materials to be produced or handled within a specific time period.
- Describe the potential consequences for failing to meet the quota.
- Employees have the right to request written documentation if they believe they have been disciplined for failing to meet a quota.

More information can be found here:

<https://olis.oregonlegislature.gov/liz/2024R1/Downloads/MeasureDocument/HB4127/Enrolled>.

How We Will Help

When it is appropriate, the ProService Hawaii standard handbook will be updated in compliance with new laws. If you have a handbook addendum and you would like to verify whether a policy is compliant with a new law, please contact your dedicated HR consultant for assistance with updating the handbook addendum.

NOTE: This legislative update is provided for informational purposes only. It is not for the purpose of establishing an attorney-client relationship or providing legal or tax advice and should not be relied upon as legal or tax advice.