

# OREGON LABOR LAW POSTINGS



## PAID SICK TIME

### SICK TIME

All Oregon workers get protected sick time. If you work for an employer with 10 or more employees (6 or more if they have a location in Portland), you get paid sick time.



- ▶ Your employer must give you sick time. You get at least 1 hour of protected sick time for every 30 hours you work up to at least 40 hours a year.
- ▶ You can use sick time for many reasons including if you (or a family member) are sick, injured, experiencing mental illness, or need to visit the doctor. Also covered: bereavement, parental leave, and leave to care for a child whose school or place of care is closed for a public health emergency.
- ▶ Your employer must pay you your regular wage when you take sick time if they have 10 or more employees (6 or more if they have a location in Portland). Otherwise, your sick time is protected but unpaid.
- ▶ 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. (At least every three months.)

#### CONTACT US

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.

Call: 971-245-3844  
Email: [BOLI\\_help@boli.oregon.gov](mailto:BOLI_help@boli.oregon.gov)  
Web: [oregon.gov/boli](http://oregon.gov/boli)  
Se habla español.



## PREGNANCY ACCOMMODATIONS

### Workplace Accommodations Notice

Our Company is an equal opportunity employer and does 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.

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

- Acquisition or modification of equipment or devices;
- More frequent or longer break periods or periodic rest;
- Assistance with manual labor
- A reasonable period of leave; or
- Modification of work schedules or job assignments.

Employees and job applicants have a right to be free from unlawful discrimination and retaliation.

This includes discrimination because of pregnancy, childbirth and related medical conditions. For this reason, Our Company **will not**:

- Deny employment opportunities on the basis of a need for reasonable accommodation.
- Deny reasonable accommodation for known limitations, unless the accommodation would cause an undue hardship.
- Take an adverse employment action, discriminate or retaliate because the applicant or employee has inquired about, requested or used a reasonable accommodation.
- Require an applicant or an employee to accept an accommodation that is unnecessary.
- Require an employee to take family leave or any other leave, if the employer can make reasonable accommodation instead.

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. [Provide multiple ways for employees to reach out with requests or concerns.]

Rev. February 2023

Alternate format available on request

## EQUAL PAY LAW

### EQUAL PAY

Your employer must pay you the same as your coworkers doing similar work.



- ▶ It's illegal for your employer to pay you less than someone else because of your gender, race, veteran status, disability, age, color, religion, national origin (including language), marital status, sexual orientation, or pay history.
- ▶ Different pay may be allowed if there is system based on specific factors named in the law 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:
  - » 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 employee (not including internal transfers)
- ▶ Your employer can't use pay cuts to make your pay equal with other employees.
- ▶ You can file a complaint at [oregon.gov/boli](http://oregon.gov/boli).

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## DOMESTIC VIOLENCE

### SEXUAL HARASSMENT + DOMESTIC VIOLENCE PROTECTIONS

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.

#### SEXUAL HARASSMENT

- ▶ 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 and make it available to employees within the workplace.
- ▶ 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 individual. It can also include unwanted sexual conduct that occurs through digital or electronic communications.
- ▶ 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.
- ▶ Discrimination because of race, color, sex, sexual orientation, national origin, religion, marital status, uniformed service, disability, or age is illegal.



#### DOMESTIC VIOLENCE PROTECTIONS

- ▶ If you experience domestic violence, harassment, sexual assault, bias crime, or stalking (or if you are a parent or guardian of someone who has), your employer must make reasonable changes to support your safety.
- ▶ These changes might include: a transfer/reassignment, modified schedule, unpaid leave, changed work phone number, changed work station, installed lock, security procedures, 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 situation, and more.
- ▶ Your employer must keep all documents and information confidential.
- ▶ You can't be fired, suspended, retaliated or discriminated against in any way because you or your minor child or dependent experienced domestic violence, harassment, sexual assault, bias crime, or stalking.

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## BREAKS AND OVERTIME

### BREAKS + OVERTIME & PAYCHECKS

Your employer is required to give you breaks during which you have no work responsibilities. There are specific rules about overtime pay and paychecks.

#### BREAKS & MEALS

- ▶ 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 (generally during the two hours after your third hour of work)
- ▶ You also get reasonable breaks as needed to express milk (and a private space that is not a bathroom to pump) until your child reaches 18 months of age.
- ▶ If your shift is longer or shorter than 8 hours, refer to the chart here or visit [oregon.gov/boli/workers/Pages/meals-and-breaks.aspx](http://oregon.gov/boli/workers/Pages/meals-and-breaks.aspx) for more information.

Shift Length	Rest Breaks	Meal Break
8 hrs or less	2	0
9 hrs 1 min - 5 hrs 59 min	1	0
6 hrs	1	1
4 hrs 1 min - 10 hrs	2	1
10 hrs 1 min - 12 hrs 59 min	3	1
14 hrs	3	2
14 hrs 1 min - 18 hrs	4	2

#### 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 48 if you only work in agriculture). Exceptions are limited.
- ▶ Daily overtime also applies in some industries including manufacturing establishments and seafood processing. Special overtime rules also apply to certain work contracted for by government agencies, public works projects, canneries and some hospital employees.
- ▶ Regular paydays are required by law. You must receive a paycheck at least every 26 days. Your employer must provide you with a detailed paystub.
- ▶ If you are fired or permanently laid off, you must get your last paycheck by the end of the next business day.
- ▶ If you quit with at least 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 business days or the next payday, whichever is first.

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## MINIMUM WAGE

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You must be paid at least minimum wage. The rate depends on where you work.

#### \$15.05 per hour Standard

Benton, Clatsop, Columbia, Deschutes, Hood River, Jackson, Josephine, Lane, Lincoln, Linn, Marion, Polk, Tillamook, Wasco, Yamhill, parts of \*

\* Clackamas, Multnomah, & Washington

#### \$16.30 per hour Portland Metro Area

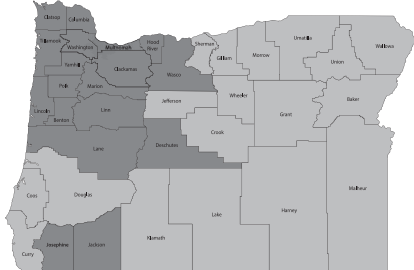
\* Clackamas, Multnomah, & Washington

#### \$14.05 per hour Nonurban Counties

Baker, Coos, Crook, Curry, Douglas, Gilliam, Grant, Harney, Jefferson, Klamath, Lake, Malheur, Morrow, Sherman, Umatilla, Union, Wallowa, Wheeler



\*For Clackamas, Multnomah & Washington counties, if you work INSIDE the urban growth boundary, you should make the Portland Metro Area rate. If you work OUTSIDE the urban growth boundary, you should make the Standard rate. Look up your work address here: [bit.ly/metroboundary](http://bit.ly/metroboundary)



- ▶ Every worker must be paid at least minimum wage. Few exceptions apply.

- ▶ The minimum wage goes up every year. These rates are in effect from July 1, 2025 to June 30, 2026. The next minimum wage increase is on July 1, 2026.

- ▶ Using tips to cover minimum wage is illegal in Oregon.

- ▶ Deductions are allowed if legally required (like taxes) or if you agree in writing and the deduction is for your benefit. Your paycheck must show this information.

- ▶ If you make close to minimum wage, you may qualify for the Earned Income Tax Credit. Visit [eitc outreach.org](http://eitc outreach.org)

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## FAMILY LEAVE ACT

### OREGON FAMILY LEAVE

You can take time off for pregnancy disability, bereavement or to provide home care for your child under the Oregon Family Leave Act (OFLA).



- ▶ This time is protected, but generally unpaid unless you have vacation, sick, or other paid leave available. However, while on OFLA leave, your employer must let you use any vacation, sick, or other paid leave you have accrued. OFLA leaves are separate from Paid Leave Oregon benefits.

- ▶ OFLA applies to employers with 25 or more employees in Oregon.

- ▶ To be eligible, you must have worked an average of 25 hours per week for 180 days. A separation from employment or removal from the schedule for up to 180 days does not count against eligibility. (During a public health emergency, eligibility starts at just 30 days working 25 or more hours per week.)

- ▶ You can take up to 12 weeks of time off per year for:

- » Providing care to a child related to an illness, injury or conditions that requires home care or when your child's school or child care provider is closed as a result of a public health emergency.
- » Bereavement (up to two weeks) for the death of an individual related by blood or affinity.
- » Pregnancy disability leave: in addition to leave for the other reasons listed here, you can take up to 12 additional weeks of time off per year for pregnancy disability before or after the birth of child or for prenatal care.

- ▶ Your employer must continue to provide the same health insurance benefits as when 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.

- ▶ Military family leave (up to 14 days) is also available if your spouse is a service member who has been called to active duty or is on leave from active duty.

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## PAID LEAVE



What you need to know

Paid Leave Oregon serves most employees in Oregon by providing paid leave for the birth, foster care placement, or adoption of a child, a serious illness of yours or a loved one, or if you or your child experience sexual assault, domestic violence, harassment, bias crimes, or stalking.

#### What benefits does Paid Leave Oregon provide and who is eligible?

Employees in Oregon that have earned at least \$1,000 in their base year may qualify for up to 12 weeks of paid family, medical or safe leave in a benefit year. While on leave, Paid Leave pays employees a percentage of their wages. Benefit amounts depend on what an employee earned in their base year. See the Paid Leave website for a definition of base year.

#### Who pays for Paid Leave Oregon?

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 paycheck.

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

If your leave is foreseeable, you must give notice to your employer at least 30 days before starting paid family, medical or safe leave. If you don't give the required notice, Paid Leave Oregon may reduce your first weekly benefit by 25%.

#### How do I apply for Paid Leave?

If your employer participates in the state program, you can apply for leave with Paid Leave benefits online at [frances.oregon.gov](http://frances.oregon.gov) or download a paper application at [paidleave.oregon.gov](http://paidleave.oregon.gov). If The Oregon Employment Department (OED) denies your benefits, you can appeal the decision.

#### What are my rights?

If you are eligible for paid leave, your employer can't prevent you from taking it. Your job is protected while you take paid leave if you have worked for your employer for at least 90 consecutive days. You won't lose your pension rights while on leave and your employer must keep giving you the same health benefits as when you 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.

#### 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 isn't following the law, you have the right to bring a civil suit in court or to file a complaint with the Oregon Bureau of Labor & Industries (BOLI). You can file a complaint with BOLI online, via phone or email:

Web: [www.oregon.gov/boli](http://www.oregon.gov/boli)  
Call: 971-245-3844  
Email: [help@boli.oregon.gov](mailto:help@boli.oregon.gov)

#### Learn more about Paid Leave Oregon

Web: [paidleave.oregon.gov](http://paidleave.oregon.gov)  
Call: 833-854-0166  
Email: [paidleave@oregon.gov](mailto:paidleave@oregon.gov)



Paid Leave Model Notice Poster EN 12/23

# IT'S THE LAW!

## 1-800-922-2689 osha.oregon.gov

Display this poster where all  
your workers can see it!

Oregon Administrative Rule 437-001-0275(2)(a)

FOR MORE INFORMATION, copies of the Oregon Safe Employment Act, specific safety and health standards, or assistance, call:

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



File a complaint  
with Oregon  
**OSHA**



Know your  
retaliation  
rights



Know your  
whistleblower  
rights