

OFLA - OREGON FAMILY LEAVE ACT

You can take time off to take care of yourself or close family members under the Oregon Family Leave Act (OFLA).

- ▶ **This time is protected, but often unpaid unless you have vacation, sick, or other paid leave available.** Paid family leave will be available in 2023.
- ▶ To be eligible, you must have worked an average of 25 hours per week for 180 days - 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 days prior at an average of at least 25 hours per week. Your employer must have at least 25 employees.
- ▶ You can take up to a total of 12 weeks of time off per year for any of these reasons.
 - » **Parental leave** for either parent to take time off for the birth, adoption, or foster placement of a child. If you use all 12 weeks, you can take up to 12 more weeks for sick child leave.
 - » **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.
 - » **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.
 - » **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.
 - » **Bereavement leave** for up to 2 weeks after the death of a family member.
- ▶ Your employer must keep giving you 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.



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
Web: oregon.gov/boli
Se habla español.



OREGON MINIMUM WAGE

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

\$14.20 per hour

Standard

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

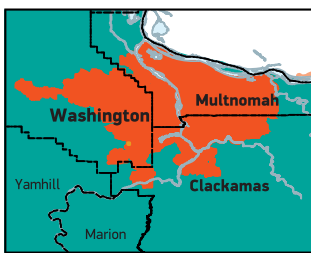
Portland Metro Area
★ Clackamas, Multnomah,
& Washington

\$13.20 per hour

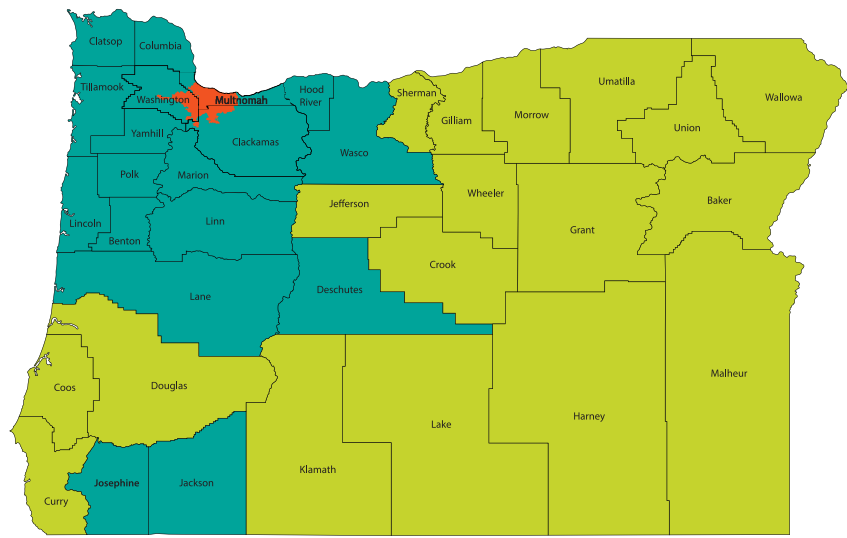
Nonurban Counties

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

- ▶ **Every worker must be paid at least minimum wage.** There are exceptions but they are uncommon.
- ▶ The minimum wage goes up every year. These rates are in effect from July 1, 2023 to June 30, 2024. The next minimum wage increase is on July 1, 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.
- ▶ If you make close to minimum wage, you may qualify for the Earned Income Tax Credit. Visit eitcoutreach.org



★ 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 your work address here: bit.ly/metroboundary



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NOTICE TO AGRICULTURAL WORKERS

- 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 responsibilities.
- Minors under 18 years of age may work in non-hazardous farm jobs outside of 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 employ minors under the age of 14.

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 workers over 16.
 - Workers mainly engaged in the range production of livestock.
 - Hand harvest and pruning workers who are paid piece rate and work for an 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.

If you make close to minimum wage, you may qualify for the Earned Income Tax Credit. Visit eitcoutreach.org to check.

July 1, 2023 - June 30, 2024

\$14.20 per hour

Standard

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

Portland Metro Area

★ Clackamas, Multnomah, & Washington

\$13.20 per hour

Nonurban Counties

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

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BREAKS & OVERTIME

Your employer is required to give you breaks free from 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
- ▶ 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 for more information.

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 some 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 payroll.
- ▶ 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 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.



Shift Length	Rest Breaks	Meal Breaks
2 hrs or less	0	0
2 hrs 1 min - 5 hrs 59 min	1	0
6 hrs	1	1
6 hrs 1 min - 10 hrs	2	1
10 hrs 1 min - 13 hrs 59 min	3	1
14 hrs	3	2
14 hrs 1 min - 18 hrs	4	2

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WORKPLACE MEETINGS

NOTICE TO EMPLOYEES REGARDING WORKPLACE MEETINGS

Effective January 1, 2010, an employer or an employer's agent, representative or designee may not discharge, discipline or otherwise penalize or threaten to discharge, discipline or otherwise penalize or take any adverse employment action against an employee:
(a) Who declines to attend or participate in an employer-sponsored meeting or communication with the employer or the agent, representative or designee of the employer if the primary purpose of the meeting or communication is to communicate the opinion of the employer about religious or political matters;
(b) As a means of requiring an employee to attend a meeting or participate in communications described in paragraph (a) of this subsection; or

(c) Because the employee, or a person acting on behalf of the employee, makes a good faith report, orally or in writing, of a violation or a suspected violation of this section. This paragraph does not apply if the employee knows that the report is false.
An aggrieved employee may bring a civil action to enforce this section 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.
Note: This law 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.
Revised 01/2010

UNEMPLOYMENT INSURANCE

NOTICE TO EMPLOYERS

RE: UNEMPLOYMENT INSURANCE

Employers with at least a \$225 payroll in a calendar quarter and employers with one or more workers during 18 different weeks in a calendar year. The Employment Department automatically sends this notice after an account is set up or reopened, and employers can order a duplicate if necessary. When ordering a duplicate, employers should have their business identification number ready when they call. Contact:
Employment Department - Unemployment Insurance Tax Unit
875 Union Street N.E., Salem, OR 97311
Forms Hotline: 503-947-1488, Option 3

WORKERS' COMPENSATION

NOTICE TO EMPLOYERS

RE: WORKERS' COMPENSATION

The Workers' Compensation Division issues this notice after it receives the "Guaranty Contract" from the insurer. Employers should receive this notice after purchasing workers' compensation insurance. Employers not receiving the notice or requiring a duplicate notice should call the Workers' Compensation Division. Contact:
Department of Consumer and Business Services,
350 Winter Street N.E., Room 21, Salem, OR 97310
503-947-7815

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.
- ▶ **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 individual.
- ▶ 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 to support your safety.**
- ▶ These changes might include: a transfer, reassignment, modified schedule, unpaid leave, changed work phone number, changed work station, installed lock, new safety 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 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 are a victim.



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OREGON SICK TIME LAW

All Oregon workers get protected sick time.
If you work for an employer with 10+ employees (6+ 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+ employees (6+ 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.



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EQUAL PAY LAW

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, race, veteran status, disability, age, color, religion, national origin, marital status, sexual orientation, or pay history.
- ▶ Different pay may be allowed if there is a 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:
 - » 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.
- ▶ If you need to, you can file a complaint at oregon.gov/boli. You could get back pay or the pay difference you are owed.



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CAPTIVE AUDIENCES

Religion, Politics & Captive Audiences



- ▶ You have a right to not attend or participate in employer-sponsored meetings or communication that is primarily about your employer's opinion on religious or political matters.
- ▶ Employers are prohibited from taking adverse action against an employee who has made a good faith report of a violation of this protection.
- ▶ Exceptions apply to employers which are religious or political organizations.



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PAID LEAVE



Paid Leave Oregon | What you need to know

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 stalking.

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 leave, Paid Leave Oregon pays employees a percentage of their wages. Benefit amounts depend on what an employee earned in the prior year.

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 paycheck.

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

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.

Learn more about Paid Leave Oregon

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



WORKPLACE ACCOMMODATIONS NOTICE

_____ 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.

_____ 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.

Rev. February 2023

This includes discrimination because of pregnancy, childbirth and related medical conditions.

For this reason, _____ 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.

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

Alternate format available on request

NO SMOKING NOTICE



**NO SMOKING
OR VAPING
WITHIN 10 FEET**

Under Oregon's Indoor Clean Air Act this business is smoke, aerosol and vapor free (ORS 433.835-870). Smoking, aerosolizing or vaporizing of inhalants is not allowed within 10 feet of building entrances, exits, windows, accessibility ramps and air intake vents.

For information and complaints:

1-866-621-6107 or <http://healthoregon.org/morefreshair>

Want to quit smoking?

1-800-QUIT-NOW (800-784-8669) or 1-855-DEJEO-YA (Español)



OCCUPATIONAL SAFETY AND HEALTH PROTECTION

Know your rights

IT'S
THE
LAW!

You have a
right to a safe
and healthful
workplace

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 against.

You can file a complaint with the Oregon Bureau of Labor and Industries within one year, 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 Safe Employment Act.

Anyone who wants to register a complaint about the administration of the Oregon Safe Employment Act can do so by contacting:

**U.S. Department of Labor
OSHA Region X
1111 Third Ave., Suite 715
Seattle, WA 98101-3212
206-553-5930**

You have a right to see Oregon OSHA citations issued to your employer. Your employer must post the citations at the workplace.

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 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 and health compliance officers conduct job-site inspections to ensure compliance with 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.**

Display this poster where all your workers can see it!
Oregon Administrative Rule 437-001-257(2)(a).

**This free poster is available from Oregon OSHA
— It's the law! —**