

Oregon State Postings



WORKPLACE ACCOMMODATIONS NOTICE

...will make reasonable accommodations for known physical or mental disabilities of an applicant or employee as well as known disabilities 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 schedules;
- Assistance with manual labor;
- A reasonable period of leave;
- 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, ...will not:

- Deny employment opportunities on the basis of a need for reasonable accommodation;
- Require reasonable accommodation for known limitations, unless the accommodation would cause an undue hardship;
- Take any adverse employment action, discipline or retaliation because the applicant or employee has requested such, 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.

To request an accommodation or to discuss concerns or questions about this notice, please contact your usual point of contact or our supervisors or:

In the human resources department, hr@osha.or.gov or by email at hr@osha.or.gov or by text at [503-231-7273](tel:503-231-7273). A 24-hour toll-free hotline is available at [1-800-922-2689](tel:1-800-922-2689).

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

...sexual harassment can take the form of unwanted sexual advances, requests for sexual favors, or contact of a sexual nature (verbal, physical or visual), that is made known to you or implied. Sexual harassment can also include unwelcome conduct that occurs through digital electronic communication. ...Sexual harassment can be of a different or no gender.

DOMESTIC VIOLENCE PROTECTIONS

...You are exempt from domestic violence, harassment, sexual assault, false arrest, or stalking if you are a survivor of a crime of domestic violence, sexual assault, intimate partner terrorism, or stalking perpetrated against you or an immediate family member.

CONTACT US

If you are a survivor of domestic violence, sexual assault, false arrest, or stalking, you can call the Oregon Domestic Violence Hotline at 1-800-333-9084. The hotline is available 24 hours a day, 7 days a week. You can also contact the Oregon Department of Justice, Division of Public Safety, at 503-325-2000. You can also contact the Oregon Department of Justice, Division of Public Safety, at 503-325-2000. You can also contact the Oregon Department of Justice, Division of Public Safety, at 503-325-2000.

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.

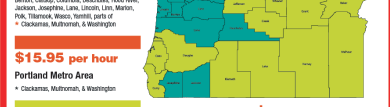
- Your employer must give you sick time. You get at least 1 hour of protected sick time for every 30 hours you work up to at least 40 hours a year.
- You can use sick time for any reason including if you are a family member or you are ill, injured, experiencing mental illness, or need to visit the doctor. Also covered: government, parental leave, and time taken for child care or school. Sick time is added to public health emergency.
- Your employer must pay you your regular wage when you take sick time if they have 10 or more employees or if 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 work for at least 90 days. Your employer must register you by the time you have reached sick time you have earned (at least every three months).

CONTACT US

If your employer isn't following the law or something isn't working, you can call the Oregon Department of Labor Industries at 503-325-2000. You can also contact the Oregon Department of Labor Industries at 503-325-2000. You can also contact the Oregon Department of Labor Industries at 503-325-2000.

MINIMUM WAGE

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



Portland Metro Area
Clatskanie, Mulmohr, & Washington

Nonurban Counties
Baker, Clatskanie, Clatsop, Curry, Gilliam, Grant, Harney, Jefferson, Knappa, Lake, Malheur, Morrow, Sherman, Tillamook, Union, Wasco, Wheeler

For Clatskanie, Mulmohr & 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 Clatskanie rate. Look up your work address here: clatskaniecounty.org

Every worker must be paid at least minimum wage. How often you apply:
• The minimum wage goes up every year. This raises it in effect from July 1, 2023 to June 30, 2025. The next minimum wage increase is on July 1, 2025.
• Starting this year, cover minimum wage in Oregon.
• Deductions are allowed if regularly required (the basis of 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.oregon.gov

BREAKS & MEALS + OVERTIME & PAYCHECKS

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

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 min - 10 hrs	2	1
10 hrs 1 min - 13 hrs 59 min	3	2
14 hrs 1 min - 18 hrs	4	2

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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 doing the same or similar work, just because you are a woman. This includes pay for benefits, overtime pay, and other benefits.

CONTACT US

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UNEMPLOYMENT INSURANCE

Employers must have an unemployment insurance policy for their employees. This policy provides financial support for workers who lose their jobs through no fault of their own.

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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).

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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... 541-389-0066
 - Eugene... 541-696-7562
 - Medford... 541-776-6030
 - Pendleton... 541-276-9175
 - Portland... 503-229-5910
 - Seaside... 503-378-3274

Know your rights

- You have the right to notify your employer, Oregon OSHA, or both about workplace hazards. You may ask Oregon OSHA to keep your name confidential.
- You have the right to refuse to perform a hazardous task that would expose you to imminent danger or serious physical harm and there is no reasonable alternative.
- You have the right to request an Oregon OSHA inspection if you believe 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 or discriminated against.
- You have the right to sue Oregon OSHA citations issued to your employer. Your employer must post the citation at the workplace.
- Your employer must correct workplace hazards by the date indicated on the citation, and must certify that these hazards have been eliminated or minimized.
- You have the right to your work-related exposure records covered under the Oregon OSHA's rules. This includes any OSHA medical records and personal sampling records.
- You have the right to request your workplace injury and illness log, known as the "OSHA 300 log" and "OSHA 300A summary"
- You have the right to know about hazardous substances used in your workplace.
- You have the right to file a complaint with the Oregon Bureau of Labor and Industries (BOLI) 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.

The Oregon State Employment Act of 1973 provides job safety and health protection for workers through the promotion of safe and healthful workplace 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. This includes the right to refuse work that would expose you to serious physical harm or imminent danger.

Oregon OSHA audits occupational safety and health standards, and its trained safety and health compliance officers conduct workplace inspections to ensure compliance with the Oregon Safe Employment Act.

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

OSHA San Francisco Regional Office
907 7th Street, Suite 2650
San Francisco, CA 94103
415-625-2547

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! —

Paid Leave Oregon

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 base 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 or download a paper application at 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
Call: 971-245-3844
Email: help@boli.oregon.gov

Learn more about Paid Leave Oregon
Web: paidleave.oregon.gov
Call: 833-854-0166
Email: paidleave@oregon.gov

What you need to know

OSHA logo with text 'IT'S THE LAW!'

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

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You have a right to a safe and healthful workplace

File a complaint with Oregon OSHA

Know your retaliation rights

Know your whistleblower rights

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