

Oregon State Postings



Workplace Accommodations Notice

In an equal opportunity employer and not discriminate on the basis of race, religion, color, sex, national origin, disability, veteran status, sexual orientation, gender identity, gender expression or any other characteristics protected by law.

- All state reasonable accommodations to know physical or mental disabilities of an applicant or employee and to know limitations related to pregnancy, childbirth or related medical conditions, such as lactation, unless the accommodation causes an undue hardship. Among other possibilities, reasonable accommodations could include:
- Acquisition or modification of equipment or devices
- Most frequent or longer break periods or private rest
- Flexibility with meal/break schedules
- Assignment of different or less demanding tasks
- 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:

- They may request accommodations on the basis of a reasonable accommodation.
- They may request accommodations to know limitations related to pregnancy, childbirth or related medical conditions, such as lactation, unless the accommodation causes an undue hardship.
- They may request accommodations to know physical or mental disabilities of an applicant or employee and to know limitations related to pregnancy, childbirth or related medical conditions, such as lactation, unless the accommodation causes an undue hardship.
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For more information regarding this notice, please contact your employer or contact us at 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 protections if you are a victim of domestic violence.

- SEXUAL HARASSMENT**
- You have the right to a workplace free from harassment, discrimination, and sexual assault.
- Sexual harassment includes unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature that is intended to or has the effect of intimidating, humiliating, or creating a hostile work environment.
- Sexual harassment can be based on sex, race, national origin, religion, marital status, or other characteristics protected by law.
- Domestic violence includes physical, sexual, or psychological abuse by a current or former intimate partner.
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DOMESTIC VIOLENCE PROTECTIONS

You have the right to a workplace free from domestic violence. Domestic violence includes physical, sexual, or psychological abuse by a current or former intimate partner. You have the right to a workplace free from domestic violence. Domestic violence includes physical, sexual, or psychological abuse by a current or former intimate partner.

CONTACT US

If you need help following the law on sexual harassment, you can call the Bureau of Labor and Industries at 1-800-922-2689. Email: OSHA_help@bolli.org Web: www.oregon.gov/boli #SafeWorkplace

SICK TIME

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

- Your employer must give you at least 1 hour of sick time for every 30 hours you work up to 10 days of sick time.
- You can use sick time for many reasons including: you or a family member are sick, injured, experiencing mental illness, or need to care for a family member. Sick time can also be used for school activities, blood donation, and leave from work to address a child's or family member's health care needs.
- You can use sick time for up to 10 days of employment. A gap in employment of 10 days or less does not reset your sick time.
- Your employer must let you know how much sick time you have earned and available in writing at least every three months.
- Your employer generally may not require a doctor's note unless you have more than three consecutive days of sick time.

CONTACT US

If you need help following the law on sick time, you can call the Bureau of Labor and Industries at 1-800-922-2689. Email: OSHA_help@bolli.org Web: www.oregon.gov/boli #SafeWorkplace

EITC: Notice to Employer / Employees

Employers may be eligible for the Earned Income Tax Credit (EITC) or a benefit for working people with low incomes (related to the EITC) if they have employees who are eligible for the credit. The EITC is a refundable tax credit that can reduce your tax liability and increase your take-home pay.

CONTACT US

If you need help following the law on EITC, you can call the Bureau of Labor and Industries at 1-800-922-2689. Email: OSHA_help@bolli.org Web: www.oregon.gov/boli #SafeWorkplace

MINIMUM WAGE

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

\$15.55 per hour

Standard: Benton, Clatsop, Columbia, Deschutes, Hood River, Jefferson, Josephine, Lincoln, Linn, Marion, Polk, Tillamook, Wasco, Yamhill, Washington, Wheeler

\$16.80 per hour

Portland Metro Area: Clatskanie, Multnomah, Washington

\$14.55 per hour

Nonurban Counties: Baker, Clatsop, Clatskanie, Curry, Douglas, Gilliam, Grant, Harney, Jefferson, Josephine, Lake, Malheur, Morrow, Sherman, Tillamook, Union, Wheeler, Wheeler

For Clatskanie, Multnomah & Washington counties, the work NRESD the urban growth boundary, the Portland Metro Area rate applies. If you work OUTSIDE the urban growth boundary, the Standard rate applies. Look up your work address here: bit.ly/metroboundary

Every worker must be paid at least minimum wage. Few exceptions apply. The minimum wage goes up each year. These rates are in effect from July 1, 2023. The next minimum wage increases on July 1, 2024.

CONTACT US

If you need help following the law on minimum wage, you can call the Bureau of Labor and Industries at 1-800-922-2689. Email: OSHA_help@bolli.org Web: www.oregon.gov/boli #SafeWorkplace

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).

- You can take up to 12 weeks of time off per year for:
- Pregnancy disability leave:** up to 12 weeks for the duration of an individual's pregnancy or condition that requires home care or care by another individual or care provider to ensure a safe result of a public health emergency.
- Bereavement:** up to two weeks for the death of an individual related to a loved one or family care for a member of their household per year.
- Pregnancy disability leave:** in addition to leave for your own pregnancy disability leave, you can take up to 12 additional weeks of time off per year for pregnancy disability leave after the birth of a child or for parental care.
- Family Leave Act (OFLA):** OFLA applies to employees with 35 or more employees in Oregon.
- Eligibility:** you must have worked an average of at least 20 hours per week for 180 days. A gap in employment or a removal from the schedule for at least 90 days does not reset your eligibility. Different requirements apply during a public health emergency.

CONTACT US

If you need help following the law on family leave, you can call the Bureau of Labor and Industries at 1-800-922-2689. Email: OSHA_help@bolli.org Web: www.oregon.gov/boli #SafeWorkplace

BREAKS + MEALS + OVERTIME + PAYCHECKS

Your employer is required to give you breaks free from all work duties. There are specific rules about overtime pay and paychecks.

Shift Length	Rest Breaks	Meal Breaks
2 hrs or less	0	0
2 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

BREAKS + MEALS

You get paid 15 minutes rest break free from all duties 15 minutes per hour under 10 hours. You also get a 30-minute unpaid meal break free from all duties (except for 20 minutes) during the work hours after your first break of work, but exceptions apply to hospital care for a work period of at least two hours. The last meal break is paid if you may not eat until the next work period.

OVERTIME + PAYCHECKS

You may receive overtime pay 1.5 times your regular pay rate for hours you work over 40 in a workweek. Overtime pay is not required for all employees. Employers are required to keep accurate records of hours worked and overtime pay. You must receive a paycheck at least every 35 days. Your employer must provide you with a written copy of your pay stub.

CONTACT US

If you need help following the law on breaks, you can call the Bureau of Labor and Industries at 1-800-922-2689. Email: OSHA_help@bolli.org Web: www.oregon.gov/boli #SafeWorkplace

EQUAL PAY

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

- Employers must pay you the same as your coworkers doing similar work. This includes men and women. Similar work means similar skills, effort, responsibility, and pay history. Similar work means similar skills, effort, responsibility, and pay history. Similar work means similar skills, effort, responsibility, and pay history.
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CONTACT US

If you need help following the law on equal pay, you can call the Bureau of Labor and Industries at 1-800-922-2689. Email: OSHA_help@bolli.org Web: www.oregon.gov/boli #SafeWorkplace

UNEMPLOYMENT INSURANCE

Notice to Employers/Employees

Employers: You are required to pay unemployment insurance for your employees. You must also provide information to the Oregon Employment Department. Employees: Contact your unemployment office for your rights concerning unemployment benefits as an employee.

CONTACT US

If you need help following the law on unemployment insurance, you can call the Bureau of Labor and Industries at 1-800-922-2689. Email: OSHA_help@bolli.org Web: www.oregon.gov/boli #SafeWorkplace

Notice to Employers / Employees

Your state has a minimum wage law which requires paying a minimum wage to all employees. Employees are also required to pay the Federal Minimum Wage under the U.S. Dept. of Labor's Fair Labor Standards Act (FLSA). The FLSA sets the minimum wage, overtime pay, and other standards. Employees are also required to pay the Federal Minimum Wage under the U.S. Dept. of Labor's Fair Labor Standards Act (FLSA).

CONTACT US

If you need help following the law on minimum wage, you can call the Bureau of Labor and Industries at 1-800-922-2689. Email: OSHA_help@bolli.org Web: www.oregon.gov/boli #SafeWorkplace

WORKERS' COMPENSATION

Notice to Employers/Employees

Employers: You are required to provide workers' compensation insurance for your employees. You must also provide information to the Oregon Employment Department. Employees: Refer to notice of compliance/notice of insurance from your Employer's Insurance Carrier. If you have any questions, please contact your insurance carrier.

CONTACT US

If you need help following the law on workers' compensation, you can call the Bureau of Labor and Industries at 1-800-922-2689. Email: OSHA_help@bolli.org Web: www.oregon.gov/boli #SafeWorkplace

CAPTIVE AUDIENCES

Religion, Politics, Labor Unions & Captive Audiences

Religion, Politics, Labor Unions & Captive Audiences. You have the right to refuse to attend a captive audience meeting or to attend a meeting if you have a reasonable belief that your attendance is necessary for your health or safety. You have the right to refuse to attend a captive audience meeting or to attend a meeting if you have a reasonable belief that your attendance is necessary for your health or safety.

CONTACT US

If you need help following the law on captive audiences, you can call the Bureau of Labor and Industries at 1-800-922-2689. Email: OSHA_help@bolli.org Web: www.oregon.gov/boli #SafeWorkplace

ITS 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: 541-388-4066
 Eugene: 541-686-7522
 Medford: 541-776-6030
 Pendleton: 541-276-9175
 Portland: 503-229-9170
 Salem: 503-378-3274

OSHA Oregon Occupational Safety and Health Administration

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

Paid Leave Oregon

What you need to know

Paid Leave Oregon provides paid leave benefits for most employees in Oregon who need time away from work for the birth, foster care placement, or adoption of a child; your own serious health condition or that of a family member; or to support the safety and recovery of you or your child following sexual assault, domestic violence, harassment, bias crimes, or stalking.

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

Employees in Oregon who 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. (See the Paid Leave website for a definition of base and benefit years). Benefit amounts depend on what you earned in your 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 contributions 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 your leave begins. If your leave is not foreseeable, you must tell your employer within 24 hours of your leave starting and provide written notice within 3 days of your leave start date. 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, the easiest way to apply for Paid Leave benefits is through our online portal, frances.oregon.gov. You can also download a paper application at paidleave.oregon.gov or call us. 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 leave. Your job is protected while you take paid leave if you have been employed by your employer for at least 90 consecutive days. You won't lose your pension rights while on leave, and your employer must continue to offer you the same health insurance coverage you had while working. You must continue to pay your portion of health insurance premiums.

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 you believe 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

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State of Oregon Employment Department

836-285-8396
www.patriotposter.com

You have a right to a safe and healthful workplace

1/24

File a complaint with Oregon OSHA

Know your retaliation rights

Know your whistleblower rights

OREGON

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