

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).

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.

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.

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...

FEDERAL MINIMUM WAGE
EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT
FEDERAL MINIMUM WAGE \$7.25 PER HOUR BEGINNING JULY 24, 2009

EQUAL PAY LAW
Your employer must pay you the same amount as other people doing similar work.

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.

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EMPLOYEE POLYGRAPH PROTECTION ACT
The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for pre-employment screening or during the course of employment.

NO SMOKING NOTICE
Under Oregon's Indoor Clean Air Act this business is smoke, aerosol and vapor free (OS-433-825-870). Smoking, aerosoling or vaping of inhalants is not allowed within 100 feet of building entrances, exits, windows, accessibility ramps and air intake vents.

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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.

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EEOC - KNOW YOUR RIGHTS: WORKPLACE DISCRIMINATION IS ILLEGAL
Know Your Rights: Workplace Discrimination is Illegal
The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment.

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

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, penalize or threaten to discharge, discipline or otherwise penalize or take any adverse employment action against an employee...

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS
The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) enforces nondiscrimination and affirmative action requirements of companies doing business with the Federal government.

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

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ANTI-DISCRIMINATION NOTICE
It is illegal to discriminate against work-authorized individuals. Employers CANNOT specify which documents they will accept from an employee.

UNEMPLOYMENT INSURANCE
NOTICE TO EMPLOYERS
RE: UNEMPLOYMENT INSURANCE
Employers with at least a \$225 payroll in a calendar quarter and employees with one or more workers during 18 different weeks in a calendar year.

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OREGON MINIMUM WAGE
You must be paid at least minimum wage. The rate depends on where you work.
Standard: \$14.20 per hour
Portland Metro Area: \$15.45 per hour
Nonurban Counties: \$13.20 per hour

WORKERS' COMPENSATION
NOTICE TO EMPLOYERS
RE: WORKERS' COMPENSATION
The Workers' Compensation Division issues this notice after it receives the "Guaranty Contract" from the insurer.

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PAYDAY NOTICE
Regular Paydays for Employees of
(Company Name)
Shall be as follows:
Weekly, Bi-Weekly, Monthly, Other

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NOTICE TO AGRICULTURAL WORKERS
In general, agricultural workers must be paid at least minimum wage for the region where your employer is located.

WITHHOLDING STATUS
YOU MAY NEED TO CHECK YOUR WITHHOLDING
If you are a new employee, you may need to check your withholding for more than 12 months after the date you were hired.

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USERRA - UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT
YOUR RIGHTS UNDER USERRA
THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT
USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service in the National Disaster System. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applicants to the uniformed services.

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