

\$7.25 PER HOUR

BEGINNING JULY 24, 2009

employees can readily see it.

certain work hours restrictions. Different rules apply in

conditions may claim a partial wage credit based on tips

employees a cash wage of at least \$2.13 per hour if they

claim a tip credit against their minimum wage obligation.

If an employee's tips combined with the employer's cash

hourly wage, the employer must make up the difference.

The FLSA requires employers to provide reasonable break

time for a nursing employee to express breast milk for their

shielded from view and free from intrusion from coworkers

nursing child for one year after the child's birth each time

the employee needs to express breast milk. Employers

and the public, which may be used by the employee to

must provide a place, other than a bathroom, that is

wage of at least \$2.13 per hour do not equal the minimum

received by their employees. Employers must pay tipped

Employers of "tipped employees" who meet certain

FED

OVERTIME PAY

CHILD LABOR

TIP CREDIT

PUMP AT WORK

express breast milk.

worked over 40 in a workweek.

agricultural employment.

LABOR LAWS

FED

employment

PROHIBITIONS

rights under the Act.

in national security-related activities.

DEPARTMENT OF LABOR

UNITED STATES OF

AMERICA

manufacturers, distributors and dispensers.

EXEMPTIONS

The Employee Polygraph Protection Act prohibits most

private employers from using lie detector tests either

for pre-employment screening or during the course of

Employers are generally prohibited from requiring or

requesting any employee or job applicant to take a

lie detector test, and from discharging, disciplining,

or discriminating against an employee or prospective

employee for refusing to take a test or for exercising other

Federal, State and local governments are not affected by

the law. Also, the law does not apply to tests given by the

Federal Government to certain private individuals engaged

The Act permits polygraph (a kind of lie detector) tests to

to certain prospective employees of security service firms

(armored car, alarm, and guard), and of pharmaceutical

be administered in the private sector, subject to restrictions,

Since 1953

FEDERAL

The Act also permits polygraph testing, subject to

restrictions, of certain employees of private firms who

incident (theft, embezzlement, etc.) that resulted in

more restrictive with respect to lie detector tests.

economic loss to the employer

EXAMINEE RIGHTS

ENFORCEMENT

are reasonably suspected of involvement in a workplace

The law does not preempt any provision of any State or

local law or any collective bargaining agreement which is

Where polygraph tests are permitted, they are subject to

numerous strict standards concerning the conduct and

length of the test. Examinees have a number of specific

have test results disclosed to unauthorized persons.

violations and assess civil penalties against violators.

rights, including the right to a written notice before testing,

the right to refuse or discontinue a test, and the right not to

The Secretary of Labor may bring court actions to restrain

Employees or job applicants may also bring their own court

previously taken or approved for the same reason when

Your **employer may request certification** from a health

Allow you to take job-protected time off work for a

you are on leave on the same basis as if you had not

Continue your group health plan coverage while

care provider to verify medical leave and may request

The FMLA does not affect any federal or state law

requesting additional leave.

certification of a qualifying exigency.

qualifying reason,

taken leave, and

1-866-487-9243

WH1462

REV. 02/2022

OREGON

U.S. Equal Employment Opportunity Commission

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. If you believe you've been discriminated against at work or in applying for a job, the EEOC may be able to help.

Who is Protected?

FED

- Employees (current and former), including managers and temporary employees
- Job applicants Union members and applicants for membership in a union
- What Types of Employment Discrimination are Illegal?

Under the EEOC's laws, an employer may not discriminate against you, regardless of your immigration status, on the bases of:

- Race
- Color
- Religion National origin
- Sex (including pregnancy, childbirth, and related medical conditions, sexual orientation, or gender identity)
- Age (40 and older)
- Disability
- Genetic information (including employer requests for, or purchase, use, or disclosure of genetic tests, genetic services, or family medical history)
- Retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsuit, investigation, or proceeding
- Interference, coercion, or threats related to exercising rights regarding disability discrimination or pregnancy accommodation

What Organizations are Covered?

- Most private employers State and local governments (as employers)
- Educational institutions (as employers)
- Union
- Staffing agencies

What Employment Practices can be Challenged as Discriminatory? All aspects of employment, including:

- Discharge, firing, or lay-off
- Harassment (including unwelcome verbal or physical conduct)
- Hiring or promotion
- Assignment
 - Pay (unequal wages or compensation)
- Failure to provide reasonable accommodation for a disability; pregnancy, childbirth or related medical condition; or a sincerely-held religious belief, observance or practice
- Benefits
- Job training
- Classification
- Referral
 - Obtaining or disclosing genetic information of employees Requesting or disclosing medical information of employees
 - Conduct that might reasonably discourage someone from opposing discrimination filing a charge, or participating in an investigation or proceeding
 - Conduct that coerces, intimidates, threatens, or interferes with someone exercising their rights, or someone assisting or encouraging someone else to exercise rights, regarding disability discrimination (including accommodation) or pregnancy accommodation

What can You Do if You Believe Discrimination has Occurred?

Contact the EEOC promptly if you suspect discrimination. Do not delay, because there are strict time limits for filing a charge of discrimination (180 or 300 days, depending on where you live/work). You can reach the EEOC in any of the following ways:

- an inquiry through the EEOC's public portal: Submit
- https://publicportal.eeoc.gov/Portal/Login.aspx Call 1-800-669-4000 (toll free)
- 1-800-669-6820 (TTY) 1-844-234-5122 (ASL video phone) Visit
 - an EEOC field office (information at www.eeoc.gov/fiela-office

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS

The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) enforces the nondiscrimination and affirmative action commitments of companies doing business with the Federal Government. If you are applying for a job with, or are an employee of, a company with a Federal contract or subcontract, you are protected under Federal law from discrimination on the following bases:

Race, Color, Religion, Sex, Sexual Orientation, Gender Identity, National Origin

Executive Order 11246, as amended, prohibits employment discrimination by Federal contractors based on race, color, religion, sex, sexual orientation, gender identity, or national origin, and requires affirmative action to ensure equality of opportunity in all aspects of employment

Asking About, Disclosing, or Discussing Pay

Executive Order 11246, as amended, protects applicants and employees of Federal contractors from discrimination based on inquiring about, disclosing, or discussing their compensation or the compensation of other applicants or employees.

Disability

Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified individuals with disabilities from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment by Federal contractors. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship to the employer. Section 503 also requires that Federal contractors take affirmative action to employ and advance in employment gualified individuals with disabilities at all levels of employment, including the executive level.

Protected Veteran Status

The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, prohibits employment discrimination against, and requires affirmative action to recruit, employ, and advance in employment, disabled veterans, recently separated veterans (i.e., within three years of discharge or release from active duty), active duty wartime or campaign badge veterans, or Armed Forces service medal veterans.

Retaliation

Retaliation is prohibited against a person who files a complaint of discrimination, participates in an OFCCP proceeding, or otherwise opposes discrimination by Federal contractors under these Federal laws.

Any person who believes a contractor has violated its nondiscrimination or affirmative action obligations under OFCCP's authorities should contact immediately:

- The Office of Federal Contract Compliance Programs (OFCCP)
- U.S. Department of Labor
- 200 Constitution Avenue, N.W. Washington, D.C. 20210
- 1-800-397-6251 (toll-free)

If you are deaf, hard of hearing, or have a speech disability, please dial 7-1-1 to access telecommunications relay services. OFCCP may also be contacted by submitting a question online to OFCCP's Help Desk at https://ofccphelpdesk.dol.gov/s/, or by calling an OFCCP regional or district office, listed in most telephone directories under U.S. Government, Department of Labor and on OFCCP's "Contact Us" webpage at https://www.dol.gov/agencies/ofccp/contact

PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE

Race, Color, National Origin, Sex

In addition to the protections of Title VII of the Civil Rights Act of 1964, as amended, Title VI of the Civil Rights Act of 1964, as amended, prohibits discrimination on the basis of race, color or national origin in programs or activities receiving Federal financial assistance. Employment discrimination is covered by Title VI if the primary objective of the financial assistance is provision of employment, or where employment discrimination causes or may cause discrimination in providing services under such programs. Title IX of the Education Amendments of 1972 prohibits employment discrimination on the basis of sex

06/27/2023

05/2022

FEDERAL MINIMUM WAGE The law requires employers to display this poster where money penalties may also be assessed for violations of At least 1¹/₂ times the regular rate of pay for all hours An employee must be at least 16 years old to work in most non-farm jobs and at least 18 to work in non-farm jobs declared hazardous by the Secretary of Labor. Youths 14

EMPLOYEE RIGHTS

UNDER THE FAIR LABOR STANDARDS ACT

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and 15 years old may work outside school hours in various proceeding under the FLSA. non-manufacturing, non-mining, non-hazardous jobs with

Certain occupations and establishments are exempt from the minimum wage, and/or overtime pay provisions. Certain narrow exemptions also apply to the pump at work requirements.

Special provisions apply to workers in American Samoa, the Commonwealth of the Northern Mariana Islands, and the Commonwealth of Puerto Rico.

Some state laws provide greater employee protections; employers must comply with both. Some employers incorrectly classify workers as "independent contractors" when they are actually employees under the FLSA. It is important to know the difference between the two because employees (unless exempt) are entitled to the FLSA's minimum wage and overtime pay protections and correctly classified independent contractors are not.

Certain full-time students, student learners, apprentices, and workers with disabilities may be paid less than the minimum wage under special certificates issued by the Department of Labor.

if you work INSIDE the urban growth boundary, you

should make the Portland Metro Area rate. If you work

WAGE AND HOUR DIVISION DEPARTMENT OF LABOR 1-866-487-9243 UNITED STATES DEPARTMENT UNITED STATES OF AMERICA www.dol.gov/agencies/whd OF LABOR WH1088 REV. 04/2023 OR Bureau of Labor & Industries **MINIMUM WAGE** You must be paid at least minimum wage. The rate depends on where you work. * For Clackamas, Multhomah & Washington counties,

\$14.70 per hour Standard

ENFORCEMENT The Department has authority to recover back wages and an equal amount in liquidated damages in instances of minimum wage, overtime, and other violations. The Department may litigate and/or recommend criminal prosecution. Employers may be assessed civil money penalties for each willful or repeated violation of the minimum wage or overtime pay provisions of the law. Civil

the FLSA's child labor provisions. Heightened civil money penalties may be assessed for each child labor violation that results in the death or serious injury of any minor employee, and such assessments may be doubled when the violations are determined to be willful or repeated. The law also prohibits retaliating against or discharging workers who file a complaint or participate in any

ADDITIONAL INFORMATION

FED What is FMLA leave?

that provides eligible employees with **job-protected** leave for qualifying family and medical reasons. The U.S. Department of Labor's Wage and Hour Division (WHD) enforces the FMLA for most employees.

makes you unable to work

To care for your spouse, child or parent with a serious mental or physical health condition, and Certain gualifying reasons related to the foreign

military servicemember. An eligible employee who is the spouse, child, parent or next of kin of a covered servicemember with a serious injury

or illness may take up to 26 workweeks of FMLA leave in a single 12-month period to care for the servicemember. You have the right to use FMLA leave in **one block of time**. When it is medically necessary or otherwise permitted, you

may take FMLA leave intermittently in separate blocks of time, or on a reduced schedule by working less hours each day or week. Read Fact Sheet #28M(c) for more information. FMLA leave is **not paid leave**, but you may choose, or be

the Family and Medical Leave Act If advance notice is not possible, give notice as soon The Family and Medical Leave Act (FMLA) is a federal law as possible. You do not have to share a medical diagnosis but must provide enough information to your employer so they can determine whether the leave qualifies for FMLA protection. You must also inform your employer if FMLA leave was

Eligible employees can take up to 12 workweeks of FMLA leave in a 12-month period for: The birth, adoption or foster placement of a child with you,

Your serious mental or physical health condition that

prohibiting discrimination or supersede any state or local law or collective bargaining agreement that provides greater family or medical leave rights. State employees may be subject to certain limitations deployment of your spouse, child or parent who is a

in pursuit of direct lawsuits regarding leave for their own serious health conditions. Most federal and certain congressional employees are also covered by the law but are subject to the jurisdiction of the U.S. Office of Personnel Management or Congress. What does my employer need to do? If you are eligible for FMLA leave, your **employer must**:

required by your employer, to use any employer-provided

WHD UNITED STATES DEPARTMENT www.dol.gov/agencies/whd OF LABOR

Your Employee Rights Under

THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT.

WAGE AND HOUR DIVISION

actions

EMPLOYEE RIGHTS

EMPLOYEE POLYGRAPH PROTECTION ACT

 Benton, Clatsop, Columbia, Deschutes, Hood River, Jackson, Josephine, Lane, Lincoln, Linn, Marion, Polk, Tillamook, Wasco, Yamhill, parts of * Clackamas, Multnomah, & Washington S15.95 per hour Portland Metro Area * Clackamas, Multnomah, & Washington 	 paid leave if your employer's paid leave policy covers the reason for which you need FMLA leave. Am I eligible to take FMLA leave? You are an eligible employee if all of the following apply: You work for a covered employer, You have worked for your employer at least 12 months, You have at least 1,250 hours of service for your employer during the 12 months before your leave, and Allow you to return to the same job, or a virtually identical job with the same pay, benefits and other working conditions, including shift and location, at the end of your leave. You have at least 1,250 hours of service for your employer during the 12 months before your leave, and Allow you to return to the same job, or a virtually identical job with the same pay, benefits and other working conditions, including shift and location, at the end of your leave. Your employer cannot interfere with your FMLA rights or threaten or punish you for exercising your rights under the law. For example, your employer cannot retaliate against you for requesting FMLA leave or cooperating with a WHD investigation. 	www.eeoc.gov/neid-office) info@eeoc.gov F-Mail info@eeoc.gov Additional information about the EEOC, including information about filing a charge of discrimination, is available at www.eeoc.gov. in educational programs or activities which receive Federal financial assistance. Image: Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of disability in any program or activity which receives Federal financial assistance. Discrimination is prohibited in all aspects of employment against persons with disabilities who, with or without reasonable accommodation, can perform the essential functions of the job. If you believe you have been discriminated against in a program of any institution which receives Federal financial assistance, you should immediately contact the Federal agency providing such assistance.
\$13.70 per hour	 Your employer has at least 50 employees within 75 miles of your work location. Airline flight crew employees have different "hours of 	
Nonurban Counties Baker, Coos, Crook, Curry, Douglas, Gilliam, Grant, Harney, Jefferson, Klamath, Lake, Malheur, Morrow, Sherman, Umatilla,	service" requirements. You work for a covered employer if one of the following applies: You work for a private employer that had at least You work for a private employer that had at least	FED YOUR RIGHTS UNDER USERRA
 Union, Wallowa, Wheeler 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, 2024 to June 30, 2025. The next minimum wage increase is on July 1, 2025. 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 <u>eitcoutreach.org</u> CONTACT US If your employer isn't following the law or Call: 971-245-3844 Call: 971-245-3844 Contact us 	 You work for a private employer that had at least 50 employees during at least 20 workweeks in the current or previous calendar year, You work for an elementary or public or private secondary school, or You work for a public agency, such as a local, state or federal government agency. Most federal employees are covered by Title II of the FMLA, administered by the Office of Personnel Management. How do I request FMLA leave? Generally, to request FMLA leave you must: Follow your employer's normal policies for requesting leave, Give notice at least 30 days before your need for FMLA leave, or FMLA-protected leave. MAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR WH1420 	 Description of the product of the prod
something feels wrong, give us a call. The Bureau of Labor and Industries is benefore there for each there is a call. The Bureau of Labor and Industries is a call a	OR Dumou of Lohon 2 Industries	Right to be free from discrimination and retaliation https://www.dol.gov/agencies/vets/. An interactive online USERRA Advisor can be view at https://www.dol.gov/agencies/vets/. An interactive online USERRA Advisor can be view at https://www.dol.gov/agencies/vets/. An interactive online USERRA Advisor can be view at https://www.dol.gov/agencies/vets/. An interactive online USERRA Advisor can be view at https://www.dol.gov/agencies/vets/. An interactive online USERRA Advisor can be view at https://www.dol.gov/elaws/vets/userra. If you: If you file a complaint with VETS and VETS is unable to resolve it, you may request that
here to enforce these laws and protect you. NOTICE: This state has its own minimum wage law. Employers are also required to display the federal Employee Rights Under the Fair Labor Standards Act posting, which indicates the federal minimum wage. Where federal and state rates both apply to an employee, the U.S. Department of Labor dictates that the employee is entitled to the higher minimum wage rate. THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY. OR Bureau of Labor & Industries BREAKS & MEALS + OVERTIME & PAYCHECKS	 Bureau of Labor & Industries 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 	 are a past or present member of the uniformed service; have applied for membership in the uniformed service; or have applied for membership in the uniformed service; or initial employment; promotion; or retention in employment; any benefit of employment retention in employment; any benefit of employment retention in employment; any benefit of employment of use of the enforcement of USERRA rights, including testifying or making a statement in connection. U.S. Department of Labor + 1-866-487-2365 U.S. Department of Labor + 1-866-487-2365 U.S. Department of Labor + 1-800-336-4590
Your employer is required to give you breaks where you have no work responsibilities. There are specific rules about overtime pay and paychecks.	know how much sick time you have earned. (At least every three months.)	
BREAKS & MEALS Shift Rest Meal 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) 2 hrs or less 0 0 > One 30 minute unpaid meal break (generally during the two hours after your third hour of work) 2 hrs or less 0 0 > 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. Meal Breaks Breaks 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 10 hrs 1 min – 3 1	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 Call: 971-245-3844 Cal	OR Bureau of Labor & Industries CAPTIVE AUDIENCES Captive Audiences Religion, Politics, Labor Unions & 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 labor unions or religious or political matters. This includes meetings or communication regarding joining or not joining a union. Employers are prohibited from taking adverse action against an employee who has declined to attend a captive audience meeting or made a good faith report of a violation of this protection. Exceptions apply to employers which are religious or political organizations.
information. 13 ms 39 mm 14 hrs 3 14 hrs 3 14 hrs 4 18 hrs 4 19 ms 4 19 ms 4 10 ms 10 ms 11 ms 10 ms 12 ms 10 ms 14 hrs 10 ms 11 ms 10 ms 12 ms 10 ms 12 ms 10 ms 13 ms 10 ms 14 hrs 10 ms 10 ms 10 ms 11 ms 10 ms 12 ms 11 ms 14 hrs 10 ms 13 ms 10 ms 14 hrs 10 ms 13 ms 10 ms 14 hrs 10 ms 14 hrs 10 ms 14 hrs 10 ms 15 ms 10 ms 14 hrs 10 ms 14 hrs 10 ms 14 hrs 10 ms 10 ms 10 ms 10 ms 10 ms 10 ms 10 ms <td< th=""><th> OR Bureau of Labor & Industries 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 </th><th>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: BOL1_help@boli.oregon.gov/boli Bureau of Labor and Industries is here to enforce these laws and protect you. OREGON BUREAU of Labor & Distribution of Labor & Distributio Distribution of Labor & Distributio Distri</th></td<>	 OR Bureau of Labor & Industries 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 	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: BOL1_help@boli.oregon.gov/boli Bureau of Labor and Industries is here to enforce these laws and protect you. OREGON BUREAU of Labor & Distribution of Labor & Distributio Distribution of Labor & Distributio Distri
 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. 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: 971-2w45-3844 <	 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 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. 	Know 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
 Bureau of Labor & Industries EQUAL PAY Pour 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. 	CONTACT US If your employer isn't following the law or something feels wrong, giv us a call. The Bureau of Labor and Industries is here to enforch these laws and protect you. Call: 9:1-245-3841 Call: 9:1-245-3844 Call: 9:1-245-3844 Call	 Source of the second second
 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 and the pay difference you are owed going forward. CONTACT US If your employer isn't following the law or Call: 971-245-3844 	 Bureau of Labor & Industries 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 often 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. 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 a total of 12 weeks of time off per year for: 	 been reduced or eliminated. You have the right to your work-related exposure records covered under 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.
something feels wrong, give us a call. The Bureau of Labor and Industries is here to enforce these laws and protect you.	 Providing care to your 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. 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. 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. 	beak complaints or for exercising your rights under the Oregon Safe Employment Act. 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. This includes the right to refuse work that would
 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, 	 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. CONTACT US If your employer isn't Call: 971-245-3844 Call: 971-245-3844 	Oregon Administrative Rule 437-001-0275(2)(a) Oregon OSHA adopts 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.
 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. 	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. Email: <u>BOLI_help@boli.oregon.gov</u> Web: <u>oregon.gov/boli</u> Se habla español. Se habla español.	FOR MORE INFORMATION, copies of the Oregon Safe Employment Act, specific safety and health standards, or assistance, call: Implexition of Comparison of the Oregon Safe Employment Act, specific safety and health standards, or assistance, call: Implexition of Comparison of the Oregon Safe Employment Act, specific safety and health standards, or assistance, call: Implexition of Comparison of the Oregon Safe Employment Act, specific safety and health standards, or assistance, call: Implexition of Comparison of C
 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. 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 	OR Employment Department 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, a serious illness of yours or a loved one, or if you experience sexual assault, domestic violence, harassment, or stalking. What benefits are provided through Paid Leave Oregon and who is eligible? What are my rights? Employees in Oregon that have earned at least \$1,000 in the prior year may qualify for up to 12 weeks of paid family, What are my rights?	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
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	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	You have a right to a safe and healthful workplace
supervisors or in the human resources department. [Provide multiple ways for employees to reach out with requests or concerns.] Alternate format available on request REV. 02/2023	the prior year.working.Who pays for Paid Leave Oregon?How is my information protected?Starting on January 1, 2023, employees and employers contribute to Paid Leave Oregon through payroll taxes.How is my 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,	
NOTICE: This state requires an employer to display a Workers' Compensation posting furnished by the employer's insurance carrier or a state agency. Employers should contact their insurance carrier or the appropriate state agency to obtain a copy of this	 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 are required to give notice 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 	■ 新聞 File a complaint with Oregon ● CUA ・ CUA

state's Workers' Compensation posting or notice of compliance/certificate of insurance. Employees should refer to the Workers' Compensation posting or notice of compliance/certificate of insurance furnished by the state or the employer's insurance carrier for information about Workers' Compensation.

our 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

benefits. If your employer is not 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



rights



Keller

