

FED EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT. FEDERAL MINIMUM WAGE \$7.25 PER HOUR BEGINNING JULY 24, 2009. OVERTIME PAY At least 1 1/2 times the regular rate of pay for all hours worked over 40 in a workweek. CHILD LABOR 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.

FED EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT The Act also permits polygraph testing, subject to restrictions. Certain employees of private firms who are reasonably suspected of involvement in a workplace incident (theft, embezzlement, etc.) that resulted in economic loss to the employer. EXAMINEE RIGHTS What 90 employees are permitted, they are subject to numerous strict standards concerning the conduct and length of the test.

FED 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. Who is Protected? Employees (current and former), including managers and temporary employees. What Types of Employment Discrimination are Illegal? The EEOC's laws, an employer may not discriminate against you, regardless of your immigration status.

OR Bureau of Labor & Industries MINIMUM WAGE You must be paid at least minimum wage. The rate depends on where you work. \$14.70 per hour Standard. \$15.95 per hour Portland Metro Area. \$13.70 per hour Nonurban Counties.

FED Your Employee Rights Under the Family and Medical Leave Act. What is FMLA leave? The Family and Medical Leave Act (FMLA) is a federal law that provides eligible employees with job-protected leave for qualifying family and medical reasons. An eligible employee who is the spouse, child, parent or next of kin of a covered employee with a serious injury or illness may take up to 26 workweeks of FMLA leave.

FED 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 Medical System. RESUME RIGHTS If you are eligible for FMLA leave, your employer must: Allow you to take job-protected time off work for a qualifying reason.

OR Bureau of Labor & Industries 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. TABLE: Shift Length, Rest Breaks, Meal Breaks.

OR 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. You are eligible to take FMLA leave if all of the following apply: You work for a covered employer.

OR Bureau of Labor & Industries 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. EXCEPTIONS apply to employers which are religious or political organizations.

OR Bureau of Labor & Industries 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 else because of your gender, race, veteran status, disability, age, color, religion, national origin (including language), marital status, sexual orientation, or pay history.

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.

IT'S THE LAW! Know your rights. You have the right to notify your employer, Oregon OSHA, or both about workplace hazards. 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.

OR Workplace Accommodations Notice An employer who 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. Employees and job applicants have a right to be free from unlawful discrimination and retaliation.

OR 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.

OSHA Oregon Occupational Safety and Health. 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: Bend Central Office 503-378-3272.