

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).

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.

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.

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...

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.

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

EMPLOYEE POLYGRAPH PROTECTION ACT EMPLOYEE RIGHTS | EMPLOYEE POLYGRAPH PROTECTION ACT prohibits most private employers from using lie detector tests either for pre-employment screening or during the course of employment.

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

EOEC - 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 + 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.

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

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.

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 (generally during the two hours after your third hour of work)

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

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.

OVERTIME & PAYCHECKS You must receive overtime pay at 1.5 times your regular pay rate for hours you work over 40 in a workweek (or over 55 if you work in agriculture—over 48 beginning January 1, 2025). Exceptions are limited.

WORKPLACE ACCOMMODATIONS NOTICE This includes discrimination because of pregnancy, childbirth and related medical conditions. Deny employment opportunities on the basis of a need for reasonable accommodation.

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 IX of the Education Amendments of 1972, and 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.

ANTI-DISCRIMINATION NOTICE It is illegal to discriminate against work-authorized individuals. Employers CANNOT specify which documents they will accept from an employee. The refusal to hire an individual because the documents have a future expiration date is also constitute illegal discrimination.

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. The Employment Department automatically sends this notice after an account is set up or reopened, and employers can order a duplicate for free.

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.

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

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

OCUPATIONAL SAFETY AND HEALTH PROTECTION 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.

Portland Metro Area \$14.70 per hour Clackamas, Multnomah, & Washington Standard \$15.95 per hour Clackamas, Multnomah, & Washington Nonurban Counties \$13.70 per hour Baker, Crook, Curry, Douglas, Gilliam, Grant, Harney, Jefferson, Klamath, Lake, Malheur, Morrow, Sherman, Umatilla, Union, Wallowa, Wheeler

WITHHOLDING STATUS YOU MAY NEED TO CHECK YOUR WITHHOLDING If you answer "YES" to any of these questions or you owed extra tax on this return, you must also inform your employer if FMLA leave was previously taken or approved for the same reason when requesting additional FMLA leave.

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.

AGRICULTURAL WORKERS In general, agricultural workers must be paid at least the minimum wage. The rate depends on where you work. There are some limited exceptions to minimum wage for agricultural workers.

USERRA - UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT YOUR RIGHTS UNDER USERRA THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT USERRA protects the rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service, and applicants to the uniformed services.

Know your rights 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.

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FMLA - FAMILY AND MEDICAL LEAVE ACT Your Employer Rights Under the Family and Medical Leave Act 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 medical reasons. The U.S. Department of Labor's Wage and Hour Division (WHD) provides the FMLA for most employees. Eligible employees can take up to 12 workweeks of FMLA leave in a 12-month period.

1-800-922-2689 osha.oregon.gov FOR MORE INFORMATION, copies of the Oregon Safe Employment Act, specific safety and health standards, advice or assistance, call: Salem Central Office... 503-378-3272 Bend... 541-388-6066 Eugene... 541-686-7562 Medford... 541-776-6030 Pendleton... 541-276-9175 Portland... 503-229-5170 Salem... 503-378-3274