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

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

subcontract, you are protected under Federal law from discrimination on the

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

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

Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified

pay, fringe benefits, job training, classification, referral, and other aspects of

employment by Federal contractors. Disability discrimination includes not

of an otherwise qualified individual with a disability who is an applicant or

that Federal contractors take affirmative action to employ and advance in

employee, barring undue hardship to the employer. Section 503 also requires

employment qualified individuals with disabilities at all levels of employment,

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

Retaliation is prohibited against a person who files a complaint of discrimination,

participates in an OFCCP proceeding, or otherwise opposes discrimination by

Any person who believes a contractor has violated its nondiscrimination

The Office of Federal Contract Compliance Programs (OFCCP)

or affirmative action obligations under OFCCP's authorities should contact

individuals with disabilities from discrimination in hiring, promotion, discharge,

making reasonable accommodation to the known physical or mental limitations

FED

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

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

money penalties may also be assessed for violations of

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

Certain occupations and establishments are exempt

provisions. Certain narrow exemptions also apply to

Samoa, the Commonwealth of the Northern Mariana

from the minimum wage, and/or overtime pay

Special provisions apply to workers in American

Islands, and the Commonwealth of Puerto Rico.

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

apprentices, and workers with disabilities may be

paid less than the minimum wage under special

certificates issued by the Department of Labor.

classified independent contractors are not.

Certain full-time students, student learners,

Some state laws provide greater employee

workers who file a complaint or participate in any

the pump at work requirements.

proceeding under the FLSA.

ADDITIONAL INFORMATION

FEDERAL MINIMUM WAGE \$7.25 PER HOUR **BEGINNING JULY 24, 2009**

The law requires employers to display this poster where employees can readily see it.

At least 1½ times the regular rate of pay for all hours worked over 40 in a workweek.

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 and 15 years old may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs with

certain work hours restrictions. Different rules apply in agricultural employment. Employers of "tipped employees" who meet certain

conditions may claim a partial wage credit based on tips received by their employees. Employers must pay tipped 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 wage of at least \$2.13 per hour do not equal the minimum hourly wage, the employer must make up the difference. **PUMP AT WORK**

The FLSA requires employers to provide reasonable break time for a nursing employee to express breast milk for their nursing child for one year after the child's birth each time the employee needs to express breast milk. Employers must provide a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by the employee to express breast milk.

DEPARTMENT OF LABOR UNITED STATES OF AMERICA

1-866-487-9243 www.dol.gov/agencies/whd



REV. 04/2023

*The minimum wage you should get depends on your

employer's exact address. If you work INSIDE the urban

growth boundary, you should make at least \$15.45. If you work OUTSIDE the urban growth boundary,

you should make at least \$14.20. Look up your work

address here: bit.ly/metroboundary

Bureau of Labor & Industries MINIMUM WAGE

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

\$14.20 per hour

OR

Benton, Clatsop, Columbia, Deschutes, Hood River, Jackson, Josephine, Lane, Lincoln, Linn, Marion, Polk, Tillamook, Wasco, Yamhill, parts of * Clackamas, Multnomah, & Washington

\$15.45 per hour

\$13.20 per hour

* Clackamas, Multnomah, & Washington

Portland Metro Area

Nonurban Counties Baker, Coos, Crook, Curry, Douglas, Gilliam, Grant, Harney,

Jefferson, Klamath, Lake, Malheur, Morrow, Sherman, Umatilla, Union, Wallowa, Wheeler

Every worker must be paid at least minimum wage. There are exceptions but they are uncommon.

Call: 971-245-3844

The minimum wage goes up every year. These rates are in effect from July 1, 2023 to June 30, 2024. The next minimum wage increase is on July 1, 2024. Tip credits are illegal in Oregon

Deductions are allowed if legally required 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 eitcoutreach.org **CONTACT US**

If your employer isn't following the law or

omething feels wrong, Web: oregon.gov/boli **give us a call.** The Bureau Se habla español. of Labor and Industries is here to enforce these laws and protect you

Email: BOLI_help@boli.oregon.gov LABOR &

BUREAU OF

OREGON LAWS **Protect You At Work** July 2023 - June 2024

NOTICE: This state has its own minimum wage law. Employers are also required to display the federal Employee Rights Under he Fair Labor Standards Act posting, which indicates the federal minimum wage. Where federal and state rates both apply to an mployee, 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**

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

BREAKS & MEALS For each 8 hour work shift you get these breaks free from work

Two 10 minute paid rest breaks (15 minutes if you are One 30 minute unpaid meal break 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. 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

Meal Length **Breaks Breaks** 0 2 hrs or less 0 2 hrs 1 min -5 hrs 59 min 6 hrs 1 6 hrs 1 min -10 hrs 1 min -14 hrs 2 14 hrs 1 min

OVERTIME & PAYCHECKS

You must recieve 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). There are some exceptions but they are uncommon.

Regular paydays are required by law. You must receive a paycheck at least every 35 days. Your employer must provide you with a 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 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 something feels wrong, give **us a call.** The Bureau of Labor and Industries is here to enforce Se habla español. these laws and protect you.

Call: 971-245-3844 BOLI_help@boli.oregon.gov Web: oregon.gov/boli

LABOR & INDUSTRIES

OREGON LAWS Protect You At Work

OR

Bureau of Labor & Industries **EQUAL PAY**

Your employer must pay you the same amount as other people 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, marital status, sexual orientation, or pay history. Different pay may be allowed if there is system based on bona fide factors 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

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 or the pay difference you are owed.

CONTACT US Call: 971-245-3844 If your employer isn't

following the law or something feels wrong, give us a call. The Bureau of Labor and Industries

OR

Email: BOLI_help@boli.oregon.gov Se habla español. is here to enforce these laws and protect you.

BUREAU OF

OREGON LAWS

Protect You At Work July 2023 - June 2024

Workplace Accommodations Notice

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.

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, 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.

requested or used a reasonable accommodation.

reach out with requests or concerns.]

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,

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

To request an accommodation or to discuss concerns or questions about this notice, please contact any one of our in the human resources department. [Provide multiple ways for employees to supervisors or

Alternate format available on request

REV. 02/2023

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

Compensation posting or notice of compliance/certificate of insurance furnished by the state or the employer's insurance carrier for

state's Workers' Compensation posting or notice of compliance/certificate of insurance. Employees should refer to the Workers'

nformation about Workers' Compensation. THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY. IT DOES NOT FULFILL THIS STATE'S

WORKERS' COMPENSATION POSTING REQUIREMENT.

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY. IT DOES NOT FULFILL THIS STATE'S

UNEMPLOYMENT INSURANCE POSTING REQUIREMENT.

NOTICE: Employers must contact their local unemployment office or the state agency responsible for unemployment compensation

to receive the official Unemployment Insurance posting. Employees should contact their local unemployment office for information

FED **EMPLOYEE RIGHTS 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

PROHIBITIONS

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 rights under the Act.

EXEMPTIONS 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 in national security-related activities. The Act permits polygraph (a kind of lie detector) tests to be administered in the private sector, subject to restrictions,

to certain prospective employees of security service firms

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

manufacturers, distributors and dispensers.

DEPARTMENT OF LABOR

UNITED STATES OF

restrictions, of 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 employe The law does not preempt any provision of any State or local law or any collective bargaining agreement which is more restrictive with respect to lie detector tests.

The Act also permits polygraph testing, subject to

EXAMINEE RIGHTS 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 rights, including the right to a written notice before testing, the right to refuse or discontinue a test, and the right not to have test results disclosed to unauthorized persons.

ENFORCEMENT The Secretary of Labor may bring court actions to restrain violations and assess civil penalties against violators. Employees or job applicants may also bring their own court

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

as possible.

requesting additional leave.

Management or Congress.

qualifying reason,

the end of your leave.

FMLA-protected leave

Where can I find more information?

to learn about our WHD complaint process

DEPARTMENT OF LABOR

UNITED STATES OF AMERICA

WAGE AND HOUR DIVISION

UNITED STATES DEPARTMENT OF LABOR

certification of a qualifying exigency.

greater family or medical leave rights.

1-866-487-9243 www.dol.gov/agencies/whd

If advance notice is not possible, give notice as soon

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

previously taken or approved for the same reason when

Your employer may request certification from a health

prohibiting discrimination or supersede any state or local

law or collective bargaining agreement that provides

State employees may be subject to certain limitations

n pursuit of direct lawsuits regarding leave for their

What does my employer need to do?

own serious health conditions. Most federal and certain

If you are eligible for FMLA leave, your employer must:

congressional employees are also covered by the law but

are subject to the jurisdiction of the U.S. Office of Personnel

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

Continue your group health plan coverage while

Allow you to return to the same job, or a virtually

Your employer cannot interfere with your FMLA rights or

threaten or punish you for exercising your rights under the

you for requesting FMLA leave or cooperating with a WHD

law. For example, your employer cannot retaliate against

After becoming aware that your need for leave is for a

reason that may qualify under the FMLA, your employer

must confirm whether you are eligible or not eligible

eligible, your **employer must notify you in writing**:

for FMLA leave. If your employer determines that you are

Call 1-866-487-9243 or visit dol.gov/fmla to learn more.

violated, you may file a complaint with WHD or file a private

lawsuit against your employer in court. Scan the QR code

If you believe your rights under the FMLA have been

About your FMLA rights and responsibilities, and

How much of your requested leave, if any, will be

identical job with the same pay, benefits and other

working conditions, including shift and location, at

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

care provider to verify medical leave and may request

The FMLA does not affect any federal or state law

FED **Your Employee Rights Under**

UNITED STATES DEPARTMENT

OF LABOR

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. The U.S. Department of Labor's Wage and Hour Division (WHD)

enforces the FMLA for most employees. 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 Your serious mental or physical health condition that makes you unable to work, To care for your spouse, child or parent with a serious

mental or physical health condition, and

Certain qualifying reasons related to the foreign

deployment of your spouse, child or parent who is a 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

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

employer during the 12 months before your leave, Your employer has at least 50 employees within 75

You have at least 1,250 hours of service for your

miles of your work location. Airline flight crew employees have different "hours of service" requirements. You work for a covered employer if one of the following

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

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

OR

Bureau of Labor & Industries SICK TIME

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.

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+ employees (6+ 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 know how much sick time you have earned. If your employer isn't Call: 971-245-3844 following the law or

give us a call. The Bureau of Labor and Industries is here to enforce these laws and protect you.

Email: BOLI_help@boli.oregon.gov something feels wrong, Web: oregon.gov/boli

OREGON LAWS BUREAU OF LABOR & **Protect You At Work** July 2023 - June 2024

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.

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.

Discrimination because of race, color, sex, sexual orientation, national origin, religion, marital status, uniformed service, disability, or age is illegal. 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 conduct that is not sexual but is gender-related. Sexual harassment can be targeted toward

someone of the same or different sex or gender. **DOMESTIC VIOLENCE PROTECTIONS**

If you experience domestic violence, harassment, sexual assault, 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.

CONTACT US If your employer isn't Call: 971-245-3844 Email: BOLI_help@boli.oregon.gov following the law or

something feels wrong, Web: oregon.gov/boli give us a call. The Bureau Se habla español. of Labor and Industries is here to enforce these laws and protect you.

BUREAU OF INDUSTRIES

OREGON LAWS Protect You At Work July 2023 - June 2024

Sick child leave for your

child with an illness, injury or

condition that requires home

care but is not serious, or to

care for a child whose school

because of a public health

Bereavement leave for up to

2 weeks after the death of a

or place of care is closed

emergency.

OR

OREGON FAMILY LEAVE You can take time off to take care of yourself or close family

Bureau of Labor & Industries

members under the Oregon Family Leave Act (OFLA). This time is protected, but often unpaid unless you have vacation, sick, or other paid leave available. Paid family leave will be available in 2023.

To be eligible, you must have worked an average of 25 hours per week for 180 days - just 180 days for parental leave. Separation from employment or removal from the schedule for up to 180 days does not count against eligibility. During a public health emergency, you are eligible for all types of OFLA leave after working for at least 30 days prior at an average of at least 25 hours per week. Your employer must have at least 25 employees. You can take up to a total of 12 weeks of time off per year for any of these reasons.

» Parental leave for either » Pregnancy disability leave parent to take time off for before or after birth of child the birth, adoption, or foster or for prenatal care. You can placement of a child. If you take up to 12 weeks of this in use all 12 weeks, you can take addition to 12 weeks for any up to 12 more weeks for sick reason listed here.

child leave. Military family leave up Serious health condition to 14 days if your spouse is of your own, or to care for a a service member who has been called to active duty or is family member.

on leave from active duty. family member 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. **CONTACT US OREGON LAWS**

Call: 971-245-3844 If your employer isn't following the law or Email: BOLI_help@boli.oregon.gov something feels wrong, Web: oregon/gov/boli give us a call. The Bureau of Labor and Industries is here to enforce these laws and protect you.

BUREAU OF LABOR & **Protect You At Work** July 2023 - June 2024

OR **Paid Leave**

Oregon

What you need to know

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 What are my rights? If you are eligible for paid leave, your employer cannot Oregon and who is eligible?

Starting in September 2023, Paid Leave Oregon will serve most employees in Oregon by providing paid leave for the birth

Employment Department

Employees in Oregon that have earned at least \$1,000 in the prior year may qualify for up to 12 weeks of paid family, 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 the prior year. Who pays for Paid Leave Oregon? Starting on January 1, 2023, employees and employers contribute to Paid Leave Oregon through payroll taxes.

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

to your employer at least 30 days before starting paid

notice, Paid Leave Oregon may reduce your first weekly

mily, medical or safe leave. If you do not give the required

Contributions are calculated as a percentage of wages and

benefit by 25%. How do I apply for Paid Leave? In September 2023, you can apply for leave with Paid Leave Oregon online at **paidleave.oregon.gov** or request a paper application from the department. If your application is denied, you can appeal the decision with the Oregon **Employment Department.**

prevent you from taking it. Your job is protected while you

Call: 833-854-0166

Email: paidleave@oregon.gov

take paid leave if you have worked for your employer for at least 90 consecutive calendar days. You will not lose your pension rights while on leave and your employer must keep giving you the same health benefits as when you are 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

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

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. If you believe you've been discriminated against at work or in applying for

National Origin

employees.

Disability

including the executive level.

Protected Veteran Status

U.S. Department of Labor

Washington, D.C. 20210

1-800-397-6251 (toll-free)

200 Constitution Avenue, N.W.

Armed Forces service medal veterans.

Federal contractors under these Federal laws.

opportunity in all aspects of employment.

Asking About, Disclosing, or Discussing Pay

a job, the EEOC may be able to help. Who is Protected?

Employees (current and former), including managers and temporary

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)

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? **REV. 02/2022** Most private employers

Job training

Classification

State and local governments (as employers) Educational institutions (as employers)

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

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 Conduct that coerces, intimidates, threatens, or interferes with someone exercising their rights, or someone assisting or encouraging someone

Obtaining or disclosing genetic information of employees

accommodation) or pregnancy accommodation What can You Do if You Believe Discrimination has Occurred?

else to exercise rights, regarding disability discrimination (including

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: **Submit** an inquiry through the EEOC's public portal:

https://publicportal.eeoc.gov/Portal/Login.aspx

1-800-669-6820 (TTY) 1-844-234-5122 (ASL video phone) an EEOC field office (information at www.eeoc.gov/field-office) **E-Mail** info@eeoc.gov

including information about filing a charge of

to perform service in the uniformed service and:

services while with that particular employer;

notice of your service;

conclusion of service; and

service or, in some cases, a comparable job.

the uniformed service:

the uniformed service; or

then an employer may not deny you:

retention in employment;

initial employment;

reemployment;

because of this status.

service connection.

are a past or present member of •

have applied for membership in

Additional information about the EEOC,

FED

WH1420

REV. 04/2023

1-800-669-4000 (toll free)

discrimination, is available at www.eeoc.gov. **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

you ensure that your employer receives advance written or verbal

you have five years or less of cumulative service in the uniformed

you have not been separated from service with a disqualifying

If you are eligible to be reemployed, you must be restored to the job and

In addition, an employer may not retaliate against anyone assisting in the

enforcement of USERRA rights, including testifying or making a statement in connection with a proceeding under USERRA, even if that person has no

benefits you would have attained if you had not been absent due to military

are obligated to serve in the

any benefit of employment

uniformed service:

promotion; or

discharge or under other than honorable conditions.

RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION

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.

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

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 in educational programs or activities which receive Federal financial

Individuals with Disabilities 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.

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. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applicants to the uniformed services. **REEMPLOYMENT RIGHTS HEALTH INSURANCE PROTECTION** You have the right to be reemployed in your civilian job if you leave that job If you leave your job to perform military service, you have the right to

service, you have the right to be reinstated in your employer's health plan when you are reemployed, generally without any waiting periods or exclusions (e.g., pre-existing condition exclusions) except for serviceyou return to work or apply for reemployment in a timely manner after connected illnesses or injuries.

elect to continue your existing employer-based health plan coverage

Even if you don't elect to continue coverage during your military

for you and your dependents for up to 24 months while in the military.

ENFORCEMENT The U.S. Department of Labor, Veterans Employment and Training Service (VETS) is authorized to investigate and resolve complaints of

For assistance in filing a complaint, or for any other information on USERRA, contact VETS at 1-866-4-USA-DOL or visit its website at https://www.dol.gov/agencies/vets/. An interactive online USERRA Advisor can be viewed at https://webapps.dol.gov/elaws/vets/userra. If you file a complaint with VETS and VETS is unable to resolve it, you may request that your case be referred to the Department of Justice or

You may also bypass the VETS process and bring a civil action against an employer for violations of USERRA. The rights listed here may vary depending on the circumstances. The text of this notice was prepared by VETS, and may be viewed on the internet at this address: https://www.dol.gov/agencies/vets/programs/userra/poster Federal law requires employers to notify employees of their rights under USERRA, and employers may meet this requirement by displaying the text of this notice

where they customarily place notices for employees.

the Office of Special Counsel, as applicable, for representation.

U.S. Department of Labor • 1-866-487-2365 U.S. Department of Justice Office of Special Counsel

Employer Support of the Guard and Reserve • 1-800-336-4590

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)



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

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. > 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.

> You have the right to report a work-related injury or illness, without

> You have the right to see Oregon OSHA citations issued to your employer. Your employer must post the citations at the workplace. Your employer must correct workplace hazards by the date indicated on the citation, and must certify that these hazards have been reduced or eliminated.

being retaliated or discriminated against.

in your workplace.

> 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 file a complaint with the Oregon Bureau of Labor

> You have the right to know about hazardous substances used

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 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

Consumer and Business Services has the primary responsibility for administering the act. This includes the right to refuse work that would expose you to serious physical harm or imminent danger. 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.

Anyone who wants to register a complaint about the administration of

Safety and Health Division (Oregon OSHA) of the Department of

the Oregon Safe Employment Act can do so by contacting: **U.S. Department of Labor OSHA Region 10** 20425 72nd Ave South, Suite 150A Kent, WA 98032-2388 206-757-6700

Oregon OSHA has a staff of trained safety and health professionals available to work with businesses in all industries to improve workplace safety and health. Consultations and training opportunities are available at no charge to Oregon businesses by calling any of the phone numbers listed.

This free poster is available from Oregon OSHA

— It's the law! —

You have a right to a safe and healthful workplace



Know your



Know your

ONLINE

440-1507 (03/24/COM)

To update your labor law posters contact **TWO** ways to verify poster compliance! J. J. Keller & Associates, Inc. JJKeller.com/laborlaw 800-327-6868



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benefits. If your employer is not following the law, you have

QR CODE Scan with phone camera: Go to: JJKeller.com/LLPverify Enter this code: 69458-012024

JAN2024

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This poster is in compliance with federal and state posting requirements.