

FED **EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT**

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.

OVERTIME PAY
At least 1½ 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. 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.

TIP CREDIT
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 **WHD** **WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR** 1-866-487-9243 www.dol.gov/agencies/whd WH1088 REV. 04/2023

FED **EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT**

The Act also permits polygraph testing, subject to 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 employer.

EXAMINEE RIGHTS
Where polygraph tests are permitted, they are subject to numerous strict standards concerning the content 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 actions.

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

DEPARTMENT OF LABOR UNITED STATES OF AMERICA **WHD** **WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR** 1-866-487-9243 www.dol.gov/agencies/whd WH1462 REV. 02/2022

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 a job, the EEOC may be able to help.

Who is Protected?

- 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?

- 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
- The FLSA and local governments (as employers)
- Educational institutions (as employers)
- Unions
- 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 I find more information?

If you believe your rights under the FMLA have been violated, you may file a complaint with WHD or file a private lawsuit against your employer in court. **Scan the QR code to learn about our WHD complaint process.**

DEPARTMENT OF LABOR UNITED STATES OF AMERICA **WHD** **WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR** 1-866-487-9243 www.dol.gov/agencies/whd WH1420 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.

\$14.20 per hour Standard
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 Portland Metro Area
Clackamas, Multnomah, & Washington

\$13.20 per hour Nonurban Counties
Baker, Coos, Crook, Curry, Douglas, Gilliam, Grant, Harney, Jefferson, Klamath, Lake, Malheur, Marion, Sherman, Umatilla, Union, Wallowa, Wheeler

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

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 etccoutreach.org

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: bol_i_help@bol.oregon.gov
Web: oregon.gov/boli
Se habla español.

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

FED **Your Employee Rights Under the Family and Medical Leave Act**

Medical Leave Act

If advance notice is not possible, give notice as soon 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 previously taken or approved for the same reason when requesting FMLA leave.

Your employer may request verification from a health care provider to verify medical leave and may request certification of a qualifying exigency.

The FMLA does not affect any federal or state law prohibiting discrimination or supersede any state or local law or collective bargaining agreement that provides more family or medical leave rights.

State employees may be subject to certain limitations 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:

- Allow you to take job-protected time off work for a qualifying reason.
- Continue your group health plan coverage while you are on leave on the same basis as if you had not taken 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.

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 for FMLA leave. If your employer determines that you are eligible, your employer must notify you in writing:

- About your FMLA rights and responsibilities, and
- How much of your requested leave, if any, will be FMLA-protected leave.

Where can I find more information?

If you are eligible for FMLA leave, you may want to learn more. If you believe your rights under the FMLA have been violated, you may file a complaint with WHD or file a private lawsuit against your employer in court. **Scan the QR code to learn about our WHD complaint process.**

DEPARTMENT OF LABOR UNITED STATES OF AMERICA **WHD** **WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR** 1-866-487-9243 www.dol.gov/agencies/whd WH1420 REV. 04/2023

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. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applicants to the uniformed services.

REEMPLOYMENT RIGHTS

You have the right to be reemployed in your civilian job if you leave that job to perform service in the uniformed service and:

- you ensure that your employer receives advance written or verbal notice of your service;
- you have five years or less of cumulative service in the uniformed services while with that particular employer;
- you return to work or apply for reemployment in a timely manner after conclusion of service; and
- you have not been separated from service with a disqualifying discharge or under other than honorable conditions.

If you are eligible to be reemployed, you must be restored to the job and benefits you would have attained if you had not been absent due to military service or, in some cases, a comparable job.

RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION

If you:

- are a past or present member of the uniformed service;
- are obligated to serve in the uniformed service;
- have applied for membership in the uniformed service; or
- then an employer may not deny you:
 - initial employment;
 - promotion; or
 - retention in employment; or any benefit of employment because of this status.

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 service connection.

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

DEPARTMENT OF LABOR UNITED STATES OF AMERICA **WHD** **WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR** 1-866-487-9243 www.dol.gov/agencies/whd WH1420 REV. 05/2022

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 responsibilities:
 - Two 10 minute paid rest breaks (15 minutes if you are under 18)
 - 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 more information.

Shift Length	Rest Breaks	Meal Breaks
2 hrs or less	0	0
2 hrs 1 min - 5 hrs 59 min	1	0
6 hrs	1	1
6 hrs 1 min - 10 hrs	2	1
10 hrs 1 min - 13 hrs 59 min	3	1
14 hrs	3	2
14 hrs 1 min - 18 hrs	4	2

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). 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 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: bol_i_help@bol.oregon.gov
Web: oregon.gov/boli
Se habla español.

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

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 and 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.

CONTACT US

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

IT'S THE LAW!

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.
- You have the right to refuse to perform a hazardous task that would expose you to imminent danger or a 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 being retaliated or discriminated against.
- 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.
- 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 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 expose you to serious physical harm or imminent danger.

Oregon OSHA audits 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 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 poster is available from Oregon OSHA — It's the Law!

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:
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

OSHA Oregon OSHA Department of Consumer and Business Services

OSHA 1859

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 a 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 you 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

If your employer isn't following the law or something feels wrong, give us a call. The Bureau of Labor and Industries is here to enforce these laws and protect you.

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OREGON BUREAU OF LABOR & INDUSTRIES **OREGON LAWS 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.

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.
- 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: transfer, reassignment, modified schedule, unpaid leave, changed work or physical environment, 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

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Web: oregon.gov/boli
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OREGON BUREAU OF LABOR & INDUSTRIES **OREGON LAWS Protect You At Work** July 2023 - June 2024

YOU HAVE A RIGHT TO A SAFE AND HEALTHFUL WORKPLACE

File a complaint with Oregon OSHA

Know your retaliation rights

Know your whistleblower rights

TWO ways to verify poster compliance!

QR CODE Scan with phone camera.

OR Enter to: JKeller.com/995871

ONLINE Go to: JKeller.com/LL2024

To update your labor law posters contact
J.J. Keller & Associates, Inc.
JKKeller.com/labrlaw
800-327-6868

J. J. Keller & Associates, Inc. Since 1953

OR **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.

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 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 reach out with requests or concerns.]

Alternate format available on request

DEPARTMENT OF LABOR UNITED STATES OF AMERICA **WHD** **WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR** 1-866-487-9243 www.dol.gov/agencies/whd WH1088 REV. 02/2023

NOTICE: This state requires an employer to display a Workers' Compensation posting furnished by the employer's insurance carrier or state agency. Employers should contact their insurance carrier or the appropriate state agency to obtain a copy of this 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.

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY. IT DOES NOT FULFILL THIS STATE'S WORKERS' COMPENSATION 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. Employers should contact their local unemployment office for information on how to claim unemployment benefits.

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY. IT DOES NOT FULFILL THIS STATE'S UNEMPLOYMENT INSURANCE POSTING REQUIREMENT.

OR **Bureau of Labor & Industries OREGON FAMILY LEAVE**

You can take time off to take care of yourself or close family members under the Oregon Family Leave Act (OFLA).

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 parent to take time off for the birth, adoption, or foster placement of a child. You use all 12 weeks, you can take up to 12 more weeks for sick child leave.
- Series health condition of your own, or to care for a family member.
- Pregnancy disability leave before or after birth of child or for prenatal care. You can take up to 12 weeks in addition to 12 weeks for any reason listed here.
- Military family leave up to 14 days if your spouse is a service member who has been called to active duty or is on leave from active duty.
- 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 or place of care is closed because of a public health emergency.
- Bereavement leave for up to 2 weeks after the death of a family member.

Your employer must keep giving you the same health insurance benefits as when you were 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

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

Employment Department

Paid Leave Oregon

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?

Employees in Oregon that have worked 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, employers and employees in Oregon pay for Paid Leave Oregon. Contributions are calculated as a percentage of wages and 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 family, medical or safe leave. If you do not give the required notice, Paid Leave Oregon may reduce your first weekly 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.

What you need to know

What are my rights?

If you are eligible for paid leave, your employer cannot prevent you from taking it. Your job is protected while you take paid leave. If you have worked for your employer for at least 90 consecutive calendar days, you will not lose your pension rights if you take leave and your employer must keep giving you the same health benefits as when you are working.

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 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 can file a complaint with BOLI online, via phone or email: www.oregon.gov/boli
Call: 971-245-3844
Email: help@bol.oregon.gov
Learn more about Paid Leave Oregon
Web: paidleave.oregon.gov
Call: 833-854-0166
Email: paidleave@oregon.gov