

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.

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.

EXAMINER RIGHTS
Where information 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 to take 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.

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?
Under the EEOC's laws, an employer may not discriminate against you, regardless of your immigration status, on the basis 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?
• State 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 (related 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 of genetic 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?
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:
Submit an inquiry through the EEOC's public portal: <https://publicportal.eeoc.gov/portal/login.aspx>
Call 1-800-669-4000 (toll free) 1-844-294-5122 (ASL video phone)
Visit an EEOC field office (information at www.eeoc.gov/field-office)
E-Mail info@eeoc.gov

Additional information about the EEOC, including information about filing a charge of 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 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.
Ageing, Pay, Discrimination, or Discouraging Pay
Executive Order 11246, as amended, prohibits applicants and employees of Federal contractors from discrimination based on age, pay, or other aspects of employment.
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 qualified 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: U.S. Department of Labor Contract Compliance Programs (OFCCP) 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://ofccp.helpdesk.dol.gov/>, or by calling an OFCCP regional or district office, listed in most telephone directories under U.S. Government, Department of Labor and 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 in educational programs or activities which receive Federal financial assistance.
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.

REV. 06/27/2023

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

\$15.95 per hour Portland Metro Area
* Clackamas, Multnomah, & Washington

\$13.70 per hour Nonurban Counties
Baker, Coos, Crook, Curry, Douglas, Gilliam, Grant, Harney, Jefferson, Knappa, Lake, Malheur, Morrow, Sherman, Umatilla, 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 eitccreach.org

CONTACT US
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Call: 971-245-3844
Email: BOIL_help@bol.oregon.gov
Web: oregon.gov/boli
Se habla español.

OREGON LAWS Protect You At Work July 2024 - June 2025

FED **Your Employee Rights Under the Family and 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 and your doctor to 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 additional leave.
Your employer may request verification from a health care provider to verify medical leave and may request certification of a qualifying condition.
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 greater family or medical leave rights.
State employees may be subject to certain limitations in pursuit of direct matters 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 your 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 equivalent 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 prevent you from 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 job-protected leave.
Where can I find more information?
Call 1-866-487-9243 or visit dol.gov/fmla 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.

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
If you leave your job to perform military service, you have the right to be reemployed 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 that particular employee;
• 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;
• have applied for membership in the uniformed service; or
• then an employer may not deny you:
• initial employment;
• promotion or
• any benefit of employment;
• retention in 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

REV. 05/2022

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.

Shift Length	Rest Breaks	Meal Breaks
2 hrs or less	0	0
2 hrs 1 min - 5 hr 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

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

OREGON LAWS Protect You At Work July 2024 - June 2025

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.

Your employer must give you sick time. You get at least 1 hour of protected sick time for every 30 hours you work at or at least 40 hours of work.
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 know how much sick time you have earned. (At least every three months.)

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OR **Bureau of Labor & Industries CAPTIVE AUDIENCES**

Religion, Politics, Labor Unions & Captive Audiences

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OR **Bureau of Labor & Industries 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 only work in agriculture — over 48 beginning January 1, 2025). Exceptions are limited.
Daily overtime also applies in some industries including manufacturing establishments and seafood processing. Special overtime rules also apply to certain work contracted for by government agencies, public works projects, carnies, and some hospital employees.
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 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.

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OREGON LAWS Protect You At Work July 2024 - June 2025

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 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, modified leave, 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.

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OREGON LAWS Protect You At Work July 2024 - June 2025

OR **Bureau of Labor & Industries OREGON LAWS**

Religion, Politics, Labor Unions & Captive Audiences

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OREGON LAWS Protect You At Work July 2024 - June 2025

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.
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.
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 and the pay difference you are owed going forward.

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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. 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 of working 25 or more hours per week.)
You can take up to a total of 12 weeks of time off per year for:
• 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.
• Bereavement (up to two weeks) for the death of an individual related by blood or affinity.
• Through 2024, you can also take up to two additional weeks for the legal process required for foster child placement or adoption.
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.
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.

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OREGON LAWS Protect You At Work July 2024 - June 2025

OR **Bureau of Labor & Industries OREGON LAWS**

Religion, Politics, Labor Unions & Captive Audiences

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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;
• 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 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 upon request

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OR **Employment Department Paid Leave Oregon**

What you need to know

Paid Leave Oregon serves most employees in Oregon by providing paid leave for the birth, foster care placement, or adoption of a child, a serious illness of yours or a loved one, or if you or your child experience sexual assault, domestic violence, harassment, bias crimes, or stalking.

What benefits does Paid Leave Oregon provide and who is eligible?
Employees in Oregon that have earned at least \$1,000 in their base pay may qualify for up to 12 weeks of paid family medical or safe leave in a benefit year. While on leave, Paid Leave pays employees a percentage of their wages. Benefit amounts depend on what an employee earned in their base pay. See the Paid Leave webpage for a definition of base year.
Who pays for Paid Leave Oregon?
Employees and employers contribute to Paid Leave Oregon through pay taxes. 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?
You must give your employer notice to take leave when you are at least 30 days before starting paid family, medical or safe leave. You may not give the required notice, Paid Leave Oregon may reduce your first weekly benefit by 25%.
How do I apply for Paid Leave?
If your employer participates in the state program, you can apply for leave with Paid Leave benefits online at paidleave.oregon.gov or download a paper application at paidleave.oregon.gov. If the Oregon Employment Department (OED) denies your benefits, you can appeal the decision.
What are my rights?
If you are eligible for paid leave, your employer can't prevent you from taking it. Your job is protected while you take paid leave if you have worked for your employer

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

OREGON LAWS Protect You At Work July 2024 - June 2025

OR **Employment Department Paid Leave Oregon**

What you need to know

Paid Leave Oregon serves most employees in Oregon by providing paid leave for the birth, foster care placement, or adoption of a child, a serious illness of yours or a loved one, or if you or your child experience sexual assault, domestic violence, harassment, bias crimes, or stalking.

What benefits does Paid Leave Oregon provide and who is eligible?
Employees in Oregon that have earned at least \$1,000 in their base pay may qualify for up to 12 weeks of paid family medical or safe leave in a benefit year. While on leave, Paid Leave pays employees a percentage of their wages. Benefit amounts depend on what an employee earned in their base pay. See the Paid Leave webpage for a definition of base year.
Who pays for Paid Leave Oregon?
Employees and employers contribute to Paid Leave Oregon through pay taxes. 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?
You must give your employer notice to take leave when you are at least 30 days before starting paid family, medical or safe leave. You may not give the required notice, Paid Leave Oregon may reduce your first weekly benefit by 25%.
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