

# IT'S THE LAW!

## Know your rights

### You have a right to a safe and healthful workplace

- You have the right to notify your employer or Oregon OSHA about workplace hazards. You may ask Oregon OSHA to keep your name confidential.
- You have the right to request an Oregon OSHA inspection if you believe that 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 against.
- You can file a complaint with the Oregon Bureau of Labor and Industries within 90 days, 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.
- 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 X  
1111 Third Ave., Suite 715  
Seattle, WA 98101-3212  
206-553-5930**
- You have a 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 copies of your medical records or records of your exposure to toxic and harmful substances or conditions. Additionally, you may request the workplace injury and illness log.
- You have the right to know about hazardous substances used in your workplace.

**1-800-922-2689**  
**osha.oregon.gov**

FOR MORE INFORMATION, copies of the Oregon Safe Employment Act, specific safety and health standards, advice or assistance, call:

**Salem Central Office..... 503-378-3272**

**Field Offices:**

**Bend ..... 541-388-6066**

**Eugene ..... 541-686-7562**

**Medford ..... 541-776-6030**

**Pendleton..... 541-276-9175**

**Portland ..... 503-229-5910**

**Salem ..... 503-378-3274**



A Division of the  
Department of Consumer  
and Business Services



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.

Oregon OSHA issues occupational safety and health standards, and its trained safety and health compliance officers conduct job-site inspections to ensure compliance with the Oregon Safe Employment Act.

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.

# BREAKS & MEALS + OVERTIME & PAYCHECKS

Your employer is required to give you breaks during which you have no 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 (generally during the two hours after your third hour of work)
- ▶ 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](http://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 48 if you only work in agriculture). 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, canneries 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.

## 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: [BOLI\\_help@boli.oregon.gov](mailto:BOLI_help@boli.oregon.gov)

Web: [oregon.gov/boli](http://oregon.gov/boli)

Se habla español.



**OREGON LAWS**

Protect You At Work

July 2025 - June 2026

# CAPTIVE AUDIENCES

## Religion, Politics, Labor Unions & Captive Audiences



- ▶ You have a right to not attend or participate in employer-sponsored meetings or communication that is primarily about your employer's opinion on labor unions or religious or political matters. This includes meetings or communication regarding joining or not joining a union.
- ▶ Employers are prohibited from taking adverse action against an employee who has declined to attend a captive audience meeting or made a good faith report of a violation of this protection.
- ▶ Exceptions apply to employers which are religious or political organizations.



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# 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 your pay equal with other employees.
- ▶ You can file a complaint at [oregon.gov/boli](https://oregon.gov/boli).

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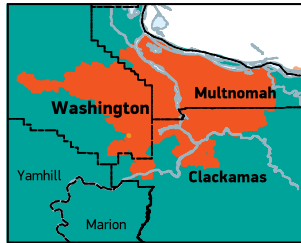
July 2025 - June 2026

# MINIMUM WAGE

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

## \$15.05 per hour Standard

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



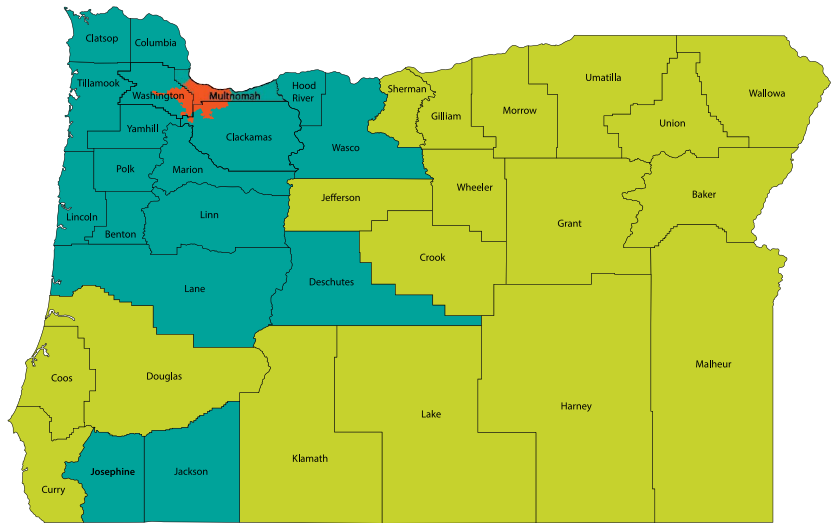
\*For Clackamas, Multnomah & Washington counties, if you work **INSIDE** the urban growth boundary, you should make the **Portland Metro Area rate**. If you work **OUTSIDE** the urban growth boundary, you should make the **Standard rate**. Look up your work address here: [bit.ly/metroboundary](https://bit.ly/metroboundary)

## \$16.30 per hour Portland Metro Area

\* Clackamas, Multnomah, & Washington

## \$14.05 per hour 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.** Few exceptions apply.
- ▶ The minimum wage goes up every year. These rates are in effect from July 1, 2025 to June 30, 2026. The next minimum wage increase is on July 1, 2026.
- ▶ **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 [eitcoutreach.org](https://eitcoutreach.org)

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## OREGON LAWS

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# 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 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 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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Company	WC Company	Account Number	Phone Number	WC Company Address
<b>Creative</b>	Travelers	UB-B3770132-25-13	1.800.252.4633	P.O. Box 660456 Dallas, TX 75266-0456
<b>Indigenous</b>	Travelers	UB-B3770132-25-13	1.800.252.4633	P.O. Box 660456 Dallas, TX 75266-0456
<b>DN Investments</b>	Travelers	UB-B3770132-25-13	1.800.252.4633	P.O. Box 660456 Dallas, TX 75266-0456
<b>Channel Blend</b>	Travelers	UB-B3770132-25-13	1.800.252.4633	P.O. Box 660456 Dallas, TX 75266-0456
<b>ET</b>	Travelers	UB-B3770132-25-13	1.800.252.4633	P.O. Box 660456 Dallas, TX 75266-0456
<b>Professional Services</b>	Travelers	UB-B3770132-25-13	1.800.252.4633	P.O. Box 660456 Dallas, TX 75266-0456
<b>DNEDA</b>	Hudson Insurance Group/Tribal First	OBH-0105127-10	866.546.3981	100 William St, New York, NY 10038
<b>Unami</b>	Hudson Insurance Group/Tribal First	OBH-0105127-10	866.546.3981	100 William St, New York, NY 10038

# Workplace Accommodations Notice

Click or tap here to enter text. 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.

Click or tap here to enter text. 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, Click or tap here to enter text. **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 Click or tap here to enter text. in the human resources department. *[Provide multiple ways for employees to reach out with requests or concerns.]*