

Oregon State Postings



WORKPLACE ACCOMMODATIONS NOTICE

All must reasonably employ and does not discriminate on the basis of race, religion, color, sex, national origin, disability, veteran status, sexual orientation, gender identity, gender expression or any other classification prohibited by law.

- Physical or mental disabilities of an applicant or employee as well as known disabilities 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 devices;
 - Severance with annual leave;
 - 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 disclosure 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.
 - Require reasonable accommodation for known limitations, unless the accommodation would cause an undue hardship.
 - Take adverse employment action, discipline or retaliation because the applicant or employee has requested such, 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. *(Provides multiple ways for employees to reach out with requests or concerns.)*

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.

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 - 14 hrs 59 min	3	1
14 hrs 1 min - 18 hrs	4	2

CONTACT US
If you are unable to follow the law or need more information, please call us at 1-800-922-2689. We are available 24/7. We can help you understand your rights and how to file a complaint. We are also available to help you understand your rights and how to file a complaint.

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 sexual harassment, discrimination, and sexual assault. Your employer must have a policy to prevent these behaviors and must make it available to everyone with the authority.

Sexual harassment is any unwelcome sexual advances, requests for sexual favors, or conduct of a sexual nature that is based on sex. Sexual harassment includes:

- Unwelcome sexual advances, requests for sexual favors, or conduct of a sexual nature that is based on sex.
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DOMESTIC VIOLENCE PROTECTIONS
If you are a victim of domestic violence, you have the right to take time off work to attend to legal matters, such as obtaining a restraining order, or to seek medical attention. Your employer must have a policy to provide these accommodations.

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SICK TIME

All Oregon workers get protected sick time. If you work for an employer with 10 or more employees (8 or more if they have a location in Portland), you get paid sick time every

- **Yearly** employer must give you sick time. You get at least 1 hour of protected sick time for every 30 hours you work up to the 40-hour work year.
- **You can use sick time** for the reasons specified including if you or a family member are sick, injured, experiencing mental illness, or need to visit the doctor for chronic management, parental leave, and there is a care for a child under the age of 18 who has a health condition that requires your presence.
- **Your employer must pay you your regular wage** when you take sick time if they have 10 or more employees (8 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 are worked for at least 90 days. Your employer must register for it by the time you reach sick time you have earned. (At least every three months).

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ETC: Notice to Employer / Employees

Employers may be eligible for the Earned Income Tax Credit (EITC), a benefit for working people with low to moderate incomes, particularly those with children. EITC reduces the amount of tax owed and may provide a refund.

What EITC provides: additional information about how to qualify.

Find out if you're eligible: <https://www.irs.gov/efile>

For more information: <https://www.irs.gov/efile>

UNEMPLOYMENT INSURANCE Notice to Employers/ Employees

Employers must have a registered employer ID number to receive the official unemployment insurance posting. If you have any questions concerning this regulatory posting, please contact your local unemployment office.

Notice to Employers / Employees

This is a notice to employers and employees regarding the Oregon Unemployment Insurance (UI) program. The program provides benefits to eligible workers who become unemployed through no fault of their own.

WORKERS' COMPENSATION Notice to Employers/ Employees

This is a notice to employers and employees regarding the Oregon Workers' Compensation program. The program provides benefits to eligible workers who become injured or disabled due to work-related activities.

MINIMUM WAGE

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

\$15.05 per hour
Standard
Baker, Clatsop, Columbia, Deschutes, Hood River, Jackson, Jefferson, Lane, Lincoln, Linn, Marion, Polk, Tillamook, Wasco, Yamhill, Clatsop Co., Clatskanie, Multnomah & Washington

\$16.30 per hour
Portland Metro Area
Clatskanie, Multnomah & Washington

\$14.05 per hour
Nonurban Counties
Baker, Clatsop, Clatskanie, Columbia, Deschutes, Hood River, Jackson, Jefferson, Lane, Lincoln, Linn, Marion, Polk, Tillamook, Wasco, Yamhill, Clatsop Co., Clatskanie, Multnomah & Washington

- Every worker must be paid at least minimum wage. (See exceptions apply.)
- The minimum wage goes up every year. These rates are in effect from July 1, 2025 to June 30, 2026.
- Starting Sept. 1, 2025, the minimum wage is illegal in Oregon.
- Deductions are allowed if regularly required (the basis of) 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 [efile.irs.gov](https://www.irs.gov/efile)

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 generally unpaid** unless you have accrued sick or other paid leave available.
- **However, with OFLA leave**, your employer must let you use any accrued sick, or other paid leave you have accrued. OFLA leaves are separate from Paid Leave Oregon benefits.
- **OFLA applies to employees with 25 or more employees** in Oregon.
- **The OFLA program** must be without an average of 20 hours per week for 180 days. A separation from employment or retirement less than 180 days will not count against eligibility. During a public health emergency, eligibility starts on just 30 days working 20 or more hours per week.

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1-800-922-2689
[osha.oregon.gov](https://www.osha-oregon.gov)

Display this poster where all your workers can see!!
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:
- Salem Central Office... 503-378-3272
 - Bend... 541-389-0066
 - Eugene... 541-696-7562
 - Medford... 541-776-6030
 - Pendleton... 541-276-9175
 - Portland... 503-229-5910
 - Seaside... 503-378-3274

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 because you are female or your gender, race, ethnicity, disability, age, religion, national origin, marital status, or other protected characteristics.
- Different pay may be allowed if there is a valid business reason for the pay difference, such as a difference in quality of production, experience, seniority, education, training, or experience.
- Your employer must have a written policy for pay differences.
- Employees cannot sue for pay differences unless they make a claim of employment discrimination under Title VII of the Civil Rights Act of 1964 or a state anti-discrimination law.
- Employees cannot discriminate against a job based on the basis of a protected characteristic.
- Your employer can sue you for retaliation if you sue for equal pay.
- You can file a complaint with the EEOC.

CAPTIVE AUDIENCES

Religion, Politics, Labor Unions & Captive Audiences

- You have the right to not be a captive audience in an employer-sponsored meeting or communication. This includes mandatory attendance at meetings, training, or other events.
- Employees are prohibited from being a captive audience in an employer-sponsored meeting or communication.
- Employees must be given the opportunity to opt out of a captive audience meeting or communication.
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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 or unsafe 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 being retaliated or discriminated against.
- You have the right to sue Oregon OSHA if you believe that your employer has violated the provisions of the Oregon Safe Employment Act.
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This free poster is available from Oregon OSHA — It's the Law! —

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 year 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 wage. Benefit amounts depend on what an employee earned in their base year. See the Paid Leave website for a definition of base year.

Who pays for Paid Leave Oregon?
Employees and employers contribute to Paid Leave Oregon through payroll 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?
If your leave is foreseeable, you must give notice to your employer at least 30 days before starting paid family, medical or safe leave. If you don't give the required notice, Paid Leave Oregon may reduce your 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 frances.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 for at least 90 consecutive days. You won't lose your pension rights while on 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 isn't 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:

Web: www.oregon.gov/boli
Call: 971-245-3844
Email: help@boli.oregon.gov

Learn more about Paid Leave Oregon
Web: paidleave.oregon.gov
Call: 833-854-0166
Email: paidleave@oregon.gov

You have a right to a safe and healthful workplace

File a complaint with Oregon OSHA

Know your retaliation rights

Know your whistleblower rights

OREGON SP-OR-E

ADP logo

Employees: For additional information on our services, visit www.adp.com

ADP logo

12/23

