# **Oregon State Postings**

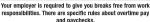


#### WORKPLACE ACCOMMODATIONS NOTICE

Employees and job applicants have a right to be free from unlawful discrimination and retaliation.

### **BREAKS** & MEALS





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BREAKS & MEALS

LAW!

1-800-922-268<u>9</u>

osha.oregon.gov

OSHA

FOR MORE INFORMATION, copies of the Oregon Safe Employment Act,

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

Portland...... 503-229-5910 Salem..... 503-378-3274

..... 541-388-6066

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

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.

OREGON LAWS
Protect You At Work

### SEXUAL HARASSMENT DOMESTIC VIOLENCE **PROTECTIONS**

on laws protect your right to work free from ssment. They also require your employer to ide supports if you are a victim of domestic violence.

#### OMESTIC VIOLENCE PROTECTIONS

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If your employer isn't following the last or something feels wrong, give us a ca the Rumau of Labor and industries is here to enforce these laws and contest you



#### **EQUAL PAY**

# Know your rights

You have a right to a safe and healthful workplace



- ou have the right to report a work-related injury or illn rithout being retaliated against.
- wallout news releasine against.

  Ou can file a complaint with the Oregon Bureau of Labor and Industries 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 lights under the Oregon Safe Employment Act.

- You have the right to copies of your medical records o records of your exposure to toxic and harmful substan or conditions. Additionally, you may request the workp injury and illness log.
- You have the right to know about hazardous sul used in your workplace.
- used in your workplace.

  The Orgon Sale Employment Act of 1973 provides job salely and health protection for workers through the promotion of sale 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 administering the responsibility for administering the sufficiency of the Organ OSHA) of the Organization of the O

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

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

#### **SICK TIME**

- employer must pay you your negular wage when you take sick time if they have 10-doyees (6+ if they have a location in Portland). Otherwise, your sick time is protected but sid.

or Company of the com

#### EITC: Notice to Employer / Employees

#### UNEMPLOYMENT INSURANCE

Notice to Employers / Employees

### WORKERS' COMPENSATION

### MINIMUM WAGE

#### \$14.20 per hour

\$15.45 per h



#### **OREGON FAMILY LEAVE**

CONTACT US Call: 071-245-3044 Milel: oregon.gov/boil
If your employer isen: Ernall: Se hable organic.

- nt leave for up to 2 weeks after the death of a t



### What you need to know

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 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 Contributions are calculated as a percentage of wages and your employer will deduct your portion of the contribution

### 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.

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 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 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:

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





SP-OR-E

Display this poster where all your workers can see it!