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.

At least 1½ times the regular rate of pay for all hours worked over 40 in a workweek.

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.

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

DEPARTMENT OF LABOR UNITED STATES OF AMERICA

WAGE AND HOUR DIVISION



* For Clackamas, Multnomah & Washington counties,

if you work INSIDE the urban growth boundary, you

OUTSIDE the urban growth boundary, you should

here: bit.ly/metroboundary

make the Standard rate. Look up your work address

should make the Portland Metro Area rate. If you work

The Department has authority to recover back wages

and an equal amount in liquidated damages in instances

of minimum wage, overtime, and other violations. The

Department may litigate and/or recommend criminal

prosecution. Employers may be assessed civil money

penalties for each willful or repeated violation of the

minimum wage or overtime pay provisions of the law. Civil

money penalties may also be assessed for violations of

penalties may be assessed for each child labor violation

that results in the death or serious injury of any minor

employee, and such assessments may be doubled when

the violations are determined to be willful or repeated.

The law also prohibits retaliating against or discharging

Certain occupations and establishments are exempt

provisions. Certain narrow exemptions also apply to

Samoa, the Commonwealth of the Northern Mariana

from the minimum wage, and/or overtime pay

Special provisions apply to workers in American

Islands, and the Commonwealth of Puerto Rico.

protections; employers must comply with both.

Some employers incorrectly classify workers as

"independent contractors" when they are actually

employees under the FLSA. It is important to know

the difference between the two because employees

(unless exempt) are entitled to the FLSA's minimum

wage and overtime pay protections and correctly

apprentices, and workers with disabilities may be

paid less than the minimum wage under special

certificates issued by the Department of Labor.

classified independent contractors are not.

Certain full-time students, student learners,

Some state laws provide greater employee

workers who file a complaint or participate in any

the pump at work requirements.

proceeding under the FLSA.

ADDITIONAL INFORMATION

the FLSA's child labor provisions. Heightened civil money



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.

\$14.70 per hour Standard

express breast milk.

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, 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, 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 eitcoutreach.org

CONTACT US

and protect you.

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

Call: 971-245-3844 Email: BOLI_help@boli.oregon.gov Web: oregon.gov/boli Se habla español.

BUREAU OF LABOR & INDUSTRIES

OREGON LAWS Protect You At Work July 2024 - June 2025

NOTICE: This state has its own minimum wage law. Employers are also required to display the federal Employee Rights Under he Fair Labor Standards Act posting, which indicates the federal minimum wage. Where federal and state rates both apply to an mployee, the U.S. Department of Labor dictates that the employee is entitled to the higher minimum wage rate. THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.

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.

For each 8 hour work shift you get these breaks free from work

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

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

Breaks Breaks 0 2 hrs or less 2 hrs 1 min 5 hrs 59 mir 6 hrs 2 14 hrs 2 14 hrs 1 min 18 hrs

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, canneries and some hospital
- Regular paydays are required by law. You must receive a paycheck at least every 35 days. Your employer must provide you with a
- 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.

If your employer isn't following the law or something feels

Call: 971-245-3844 enforce these laws and protect

wrong, give us a call. The Bureau Email: BOLI_help@boli.oregon.gov LABOR & Protect You At Work Se habla español.



INDUSTRIES 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

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

Your employer can't use pay cuts to make your 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

Call: 971-245-3844

CONTACT US

ollowing the law or something feels wrong, give **us a call.** The Bureau of Labor and Industries is here to enforce Se habla español. these laws and protect you.

Email: BOLI_help@boli.oregon.gov LABOR & Web: oregon.gov/boli

BUREAU OF

OREGON LAWS **Protect You At Work** July 2024 - June 2025

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,

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

To request an accommodation or to discuss concerns or questions about this notice, please contact any one of our in the human resources department. [Provide multiple ways for employees to supervisors or

reach out with requests or concerns.] Alternate format available on request

REV. 02/2023

NOTICE: This state requires an employer to display a Workers' Compensation posting furnished by the employer's insurance carrier or a 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 nformation about Workers' Compensation THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY. IT DOES NOT FULFILL THIS STATE'S

WORKERS' COMPENSATION POSTING REQUIREMENT.

to receive the official Unemployment Insurance posting. Employees should contact their local unemployment office for information

NOTICE: Employers must contact their local unemployment office or the state agency responsible for unemployment compensation

UNEMPLOYMENT INSURANCE POSTING REQUIREMENT.

FED **EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT**

The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for pre-employment screening or during the course of **PROHIBITIONS**

Employers are generally prohibited from requiring or requesting any employee or job applicant to take a lie detector test, and from discharging, disciplining, or discriminating against an employee or prospective employee for refusing to take a test or for exercising other rights under the Act.

EXEMPTIONS Federal, State and local governments are not affected by the law. Also, the law does not apply to tests given by the Federal Government to certain private individuals engaged

in national security-related activities.

DEPARTMENT OF LABOR

UNITED STATES OF

AMERICA

The Act permits polygraph (a kind of lie detector) tests to be administered in the private sector, subject to restrictions, to certain prospective employees of security service firms (armored car, alarm, and guard), and of pharmaceutical manufacturers, distributors and dispensers

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 employe The law does not preempt any provision of any State or local law or any collective bargaining agreement which is

more restrictive with respect to lie detector tests. **EXAMINEE RIGHTS** Where polygraph 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 or discontinue a test, and the right not to

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

have test results disclosed to unauthorized persons.

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

WH1462

REV. 02/2022

1-866-487-9243 www.dol.gov/agencies/whd

If advance notice is not possible, give notice as soon

You do not have to share a medical diagnosis but must

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

Your employer may request certification from a health

prohibiting discrimination or supersede any state or local

law or collective bargaining agreement that provides

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

If you are eligible for FMLA leave, your **employer must**:

are subject to the jurisdiction of the U.S. Office of Personnel

Allow you to take job-protected time off work for a

Continue your group health plan coverage while

Allow you to return to the same job, or a virtually

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

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

Call 1-866-487-9243 or visit dol.gov/fmla to learn more.

lawsuit against your employer in court. Scan the QR code

riolated, you may file a complaint with WHD or file a private

SCAN ME

WH1420

REV. 04/2023

If you believe your rights under the FMLA have been

to learn about our WHD complaint process.

DEPARTMENT OF LABOR

UNITED STATES OF AMERICA

WAGE AND HOUR DIVISION

UNITED STATES DEPARTMENT OF LABOR

About your FMLA rights and responsibilities, and

How much of your requested leave, if any, will be

eligible, your **employer must notify you in writing**:

identical job with the same pay, benefits and other

working conditions, including shift and location, at

you are on leave on the same basis as if you had not

care provider to verify medical leave and may request

The FMLA does not affect any federal or state law

as possible.

requesting additional leave.

Management or Congress.

certification of a qualifying exigency.

greater family or medical leave rights.

What does my employer need to do?

the end of your leave.

FMI A-protected leave

Where can I find more information?

FED **Your Employee Rights Under**

UNITED STATES DEPARTMENT

the Family and Medical Leave Act What is FMLA leave? The Family and Medical Leave Act (FMLA) is a federal law that provides eligible employees with **job-protected** leave for qualifying family and medical reasons. The U.S. provide enough information to your employer so they can

Department of Labor's Wage and Hour Division (WHD) enforces the FMLA for most employees. Eligible employees can take up to 12 workweeks of FMLA leave in a 12-month period for

The birth, adoption or foster placement of a child with you, Your serious mental or physical health condition that makes you unable to work,

mental or physical health condition, and

Certain qualifying reasons related to the foreign

To care for your spouse, child or parent with a serious

deployment of your spouse, child or parent who is a An eligible employee who is the spouse, child, parent or next of kin of a covered servicemember with a serious injury or illness may take up to 26 workweeks of FMLA leave in a single 12-month period to care for the servicemember. You have the right to use FMLA leave in **one block of time**. When it is medically necessary or otherwise permitted, you

Am I eligible to take FMLA leave? You are an **eligible employee** if **all** of the following apply:

You work for a covered employer, You have worked for your employer at least 12 You have at least 1,250 hours of service for your

employer during the 12 months before your leave, Your employer has at least 50 employees within 75 miles of your work location. Airline flight crew employees have different "hours of

You work for a covered employer if one of the following You work for a private employer that had at least 50 employees during at least 20 workweeks in the current or previous calendar year,

You work for an elementary or public or private secondary school, or You work for a public agency, such as a local, state or federal government agency. Most federal employees are covered by Title II of the FMLA, administered by

> Follow your employer's normal policies for requesting leave. Give notice at least 30 days before your need for

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

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.)

CONTACT US

If your employer isn't Call: 971-245-3844 something feels wrong, give Email: BOLI_help@boli.oregon.gov LABOR & Protect You At Work **us a call.** The Bureau of Labor **Web: oregon.gov/boli** and Industries is here to enforce Se habla español.

OREGON BUREAU OF OREGON LAWS

OR

these laws and protect you.

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.

It can also include conduct that is not sexual but is gender-related. Sexual harassment can be targeted toward someone of the same Discrimination because of race, color, sex, sexual orientation, national origin, religion, marital status, uniformed service, disability, or

If you experience domestic violence, harassment, sexual assault, bias crime, or stalking (or if you are a parent or guardian of a victim), our employer must make reasonable changes to support your safety. These changes might include: a transfer, reassignment, modified schedule, unpaid leave, changed work phone number, changed

work station, installed lock, new safety procedure, or other adjustment after threatened or actual events. 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

Call: 971-245-3844

Email: BOLI_help@boli.oregon.gov us a call. The Bureau of Labor Web: oregon.gov/boli and Industries is here to enforce Se habla español. these laws and protect you.

BUREAU OF

Protect You At Work INDUSTRIES July 2024 - June 2025

OR

You can take time off for pregnancy disability, bereavement or to provide home care for your child under the Oregon Family Leave Act (OFLA).

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 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 Pregnancy disability leave In related to an illness, injury or addition to leave for the other weeks) for the death of an reasons listed here, you can take conditions that requires home individual related by blood or up to 12 additional weeks of

for foster child placement or 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.

If your employer isn't following Call: 971-245-3844 the law or something feels Email: BOLI_help@boli.oregon.gov LABOR & wrong, give us a call. The Bureau of Labor and Industries Web: oregon.gov/boli

OREGON BUREAU OF OREGON LAWS **Protect You At Work** July 2024 - June 2025

is here to enforce these laws and Se habla español.

OR

Oregon

Paid Leave

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 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 wages. 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 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 first weekly benefit by

How do I apply for Paid Leave? 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 What are my rights?

If you are eligible for paid leave, your employer can't

How is my information protected? Any health information related to family, medical or safe leave that you choose to share with your employer is 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

you the same health benefits as when you are working.

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

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 bases of:

Color Religion

National origin Sex (including pregnancy, childbirth, and related medical conditions, sexual

orientation, or gender identity) Age (40 and older) 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 State and local governments (as employers)

Educational institutions (as employers) 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 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 Benefits Job training Classification

Obtaining or disclosing genetic information of employees

Requesting or disclosing medical information of employees

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 What can You Do if You Believe Discrimination has Occurred?

Conduct that might reasonably discourage someone from opposing discrimination

Contact 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: an inquiry through the EEOC's public portal: https://publicportal.eeoc.gov/Portal/Login.aspx 1-800-669-4000 (toll free)

E-Mail info@eeoc.gov Additional information about the EEOC, including information about filing a charge of discrimination, is available at www.eeoc.gov.

1-800-669-6820 (TTY)

1-844-234-5122 (ASL video phone)

an EEOC field office (information at



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 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 **Asking About, Disclosing, or Discussing Pay** Executive Order 11246, as amended, protects applicants and employees of Federal contractors from discrimination based on inquiring about, disclosing, or discussing their compensation or the compensation of other applicants or employees.

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 Any person who believes a contractor has violated its nondiscrimination or affirmative

action obligations under OFCCP's authorities should contact immediately: The Office of Federal Contract Compliance Programs (OFCCP) U.S. Department of Labor

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://ofccphelpdesk.dol.gov/s/, or by

U.S. Government, Department of Labor and on OFCCP's "Contact Us" webpage at PROGRAMS OR ACTIVITIES RECEIVING FEDERAL

calling an OFCCP regional or district office, listed in most telephone directories under

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

Even if you don't elect to continue coverage during your military service, you have the

The U.S. Department of Labor, Veterans Employment and Training Service (VETS) is

right to be reinstated in your employer's health plan when you are reemployed, generally

without any waiting periods or exclusions (e.g., pre-existing condition exclusions) except

REV. 06/27/2023

YOUR RIGHTS UNDER USERRA

providing such assistance.

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. **HEALTH INSURANCE PROTECTION** You have the right to be reemployed in your civilian job if you leave that job to perform service in If you leave your job to perform military service, you have the right to elect to continue your existing employer-based health plan coverage for you and your dependents for up you ensure that your employer receives advance written or verbal notice of your service;

you have not been separated from service with a disqualifying discharge or under other 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

you return to work or apply for reemployment in a timely manner after conclusion of

you have five years or less of cumulative service in the uniformed services while with that

are a past or present member of the are obligated to serve in the uniformed uniformed service; have applied for membership in the uniformed service; or then an employer may not deny you:

reemployment; any benefit of employment retention in employment because of this status.

promotion; or

USERRA, contact VETS at 1-866-4-USA-DOL or visit its website at $\underline{\text{https://www.dol.gov/agencies/vets/}}. An interactive online USERRA Advisor can be viewed$ If you file a complaint with VETS and VETS is unable to resolve it, you may request that your case be referred to the Department of Justice or the Office of Special Counsel, as

authorized to investigate and resolve complaints of USERRA violations

For assistance in filing a complaint, or for any other information on

for service-connected illnesses or injuries.

You may also bypass the VETS process and bring a civil action against an employer for The rights listed here may vary depending on the circumstances. The text of this notice was prepared by VETS, and may be viewed on the internet at this address: $\underline{\text{https://www.dol.gov/agencies/vets/programs/userra/poster Federal law requires employers to}}$ notify employees of their rights under USERRA, and employers may meet this requirement by

displaying the text of this notice where they customarily place notices for employees.

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

CAPTIVE AUDIENCES

REV. 05/2022

CONTACT US If your employer isn't following the law or

these laws and protect you.

Call: 971-245-3844 Web: oregon.gov/boli



You have the right to refuse to perform a hazardous 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

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.

been reduced or eliminated.

30 days, of discrimination by your employer for making safety and health complaints or for exercising your rights under the Oregon Safe 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

expose you to serious physical harm or imminent danger. Oregon OSHA adopts 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.

the Oregon Safe Employment Act can do so by contacting:

U.S. Department of Labor

Anyone who wants to register a complaint about the administration of

You have a right to a safe and healthful workplace File a complaint





J. J. Keller & Associates, Inc. JJKeller.com/laborlaw

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Employer Support of the Guard and Reserve • 1-800-336-4590 **Bureau of Labor & Industries** 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

> **OREGON OREGON LAWS BUREAU OF Protect You At Work** LABOR & **INDUSTRIES** July 2024 - June 2025

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 you

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

> 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

Consumer and Business Services has the primary responsibility for administering the act. This includes the right to refuse work that would

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

This free poster is available from Oregon OSHA — It's the law! —

To update your labor law posters contact

62890

may take FMLA leave intermittently in separate blocks of time, or on a reduced schedule by working less hours each day or week. Read Fact Sheet #28M(c) for more information. FMLA leave is **not paid leave**, but you may choose, or be required by your employer, to use any employer-provided paid leave if your employer's paid leave policy covers the reason for which you need FMLA leave.

the Office of Personnel Management. Generally, to request FMLA leave you must:

> **Bureau of Labor & Industries SICK TIME**

INDUSTRIES July 2024 - June 2025

physical, or visual), that is directed toward an individual. It can also include unwanted sexual conduct that occurs through digital or

If your employer isn't ollowing the law or something feels wrong, give

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

care or when your child's school or child care provider is closed Through 2024, you can also time off per year for pregnancy as a result of a public health disability before or after the take up to two additional weeks birth of child or for prenatal for the legal process required

confidential and can only be released with your permission,

Web: paidleave.oregon.gov Call: 833-854-0166 Email: paidleave@oregon.gov

Learn more about Paid Leave Oregon

RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION

initial employment;

particular employer

FED

Exceptions apply to employers which are religious or political organizations.

something feels wrong, give us a call. The Email: BOLI_help@boli.oregon.gov Bureau of Labor and Industries is here to enforce Se habla español.

1-800-922-2689

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 541-388-6066 541-686-7562 Medford. 541-776-6030 541-276-9175

800-327-6868

whistleblower

the phone numbers listed. 503-229-5910 503-378-3274

Know your retaliation

TWO ways to verify poster compliance! Go to: JJKeller.com/LLPverify Enter this code: 69458-092024 SEP2024

Employment Department What you need to know at least 90 consecutive days. You won't lose your pension rights while on leave and your employer must keep giving

> 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 **Employment Department**

OREGON LAWS

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 osha.oregon.gov

Portland.

440-1507 (03/24/COM)

FED-OR-ENG

prevent you from taking it. Your job is protected while you THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY. IT DOES NOT FULFILL THIS STATE'S take paid leave if you have worked for your employer for QR CODE Scan with phone camera: REV. 12/2023 ONLINE This poster is in compliance with federal and state posting requirements.

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