Your Employee Rights Under the **Family and Medical Leave Act**

You work for a **covered employer** if **one** of the following applies:

You work for a private employer that had at least 50 employees

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 the Office of Personnel

during at least 20 workweeks in the current or previous calendar

You work for an elementary or public or private secondary school,

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. 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

The birth, adoption or foster placement of a child with you. Your serious mental or physical health condition that makes you unable to work, To care for your spouse, child or parent with a serious mental or physical health condition, and

Certain qualifying reasons related to the foreign deployment of your spouse, child or parent who is a military servicemember. 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

You have the right to use FMLA leave in one block of time. When it is medically necessary or otherwise permitted, you 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

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

Am I eligible to take FMLA leave?

- You are an eligible employee if all of the following apply:
- You have worked for your employer at least 12 months, You have at least 1,250 hours of service for your employer during the 12 months before your leave, and Your employer has at least 50 employees within 75 miles of your

· Give notice at least 30 days before your need for FMLA leave, or If advance notice is not possible, give notice as soon as possible You do not have to share a medical diagnosis but must provide

Follow your employer's normal policies for requesting leave.

How do I request FMLA leave?

Generally, to request FMLA leave you must:

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.

enough information to your employer so they can determine whether

Your employer may request certification from a health care provided to verify medical leave and may request certification of a qualifying

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

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 are subject to the jurisdiction of the U.S. Office of Personnel Management or Congress.

If you are eligible for FMLA leave, your **employer** <u>must</u>:

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

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 identical 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 threater 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 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

About your FMLA rights and responsibilities, and How much of your requested leave, if any, will be FMLA-protected

Where can I find more information? Call 1-866-487-9243 or visit dol.gov/fmla to learn more.

determines that you are eligible, your employer must notify you in

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





WH1420 REV 04/23

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT **FEDERAL MINIMUM WAGE**

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 An employee must be at least 16 years old to work in most non-farm jobs and at least 18 to work n 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 pased 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 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 the FLSA's child labor provisions 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 o discharging workers who file a complaint or participate in any proceeding under the FLSA. Certain occupations and establishments are exempt from the minimum wage, and/or overtime ADDITIONAL

pay provisions. Certain narrow exemptions also apply to the pump at work requirements INFORMATION Special provisions apply to workers in American Samoa, the Commonwealth of the Northern · Some state laws provide greater employee 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 classified independent contractors are not. Certain full-time students, student learners, apprentices, and workers with disabilities may be paid less than the minimum wage under special certificates issued by the Department of Labo

SICK TIME

All Oregon workers get protected sick time. If you work for an employer with 10+ employees (6+ 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+ employees (6+ if they have a location in Portland). Otherwise, your sick time is

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.

1-800-922-2689

osha.oregon.gov

. 503-378-3272

541-388-6066

. 541-686-7562

. 541-776-6030

541-276-9175

503-229-5910

. 503-378-3274

Display this poster where all

your workers can see it!

Oregon Administrative Rule 437-001-275(2)(a).

PREDICTIVE SCHEDULING

advance. It must be posted and easily visible and include all work shifts/on-call shifts. You may

Your employer must give you a work schedule in writing at least 14 calendar days in

You have the right to rest between shifts. Unless you request or agree to it, you can't be

scheduled to work during the first 10 hours after the previous calendar day's work or on-call

Your employer must pay you additional compensation if they change your schedule less

than 14 days ahead the start of the schedule. If you request to work additional shifts or

make changes, this extra pay is not required. Other exceptions include changes of less than 30

minutes, disciplinary suspensions, staff shortages, if you agree to be on the voluntary standby

» You must get an extra hour of pay at your regular rate plus wages earned if your employer adds

more than 30 minutes of work to your shift, changes the date, start time, or end time of your shift

» You must get one-half of your regular rate of pay, per hour, for each scheduled hour that you

do not work if your employer subtracts hours from your shift before or after you report for duty,

You have the right to provide input into your schedule. You may identify limitations or

changes in your availability including child care needs. You may request not to be scheduled for

work shifts during certain times or at certain locations. Your employer is not required to grant

When you're hired: Your employer must give you a written estimate of your work schedule that

includes the average number of hours you can expect to work and if/how you will be expected to

Voluntary standby list: Your employer must give you information about their voluntary standby

at least 500 workers worldwide. This law applies to workers whose work is related to retail, hospitality, and food service. Temporary or leased workers and exempt salaried workers are not covered by this law.

list, which is an opt-in list they can keep of people willing to work additional hours due to

changes the date or start time/end time of your shift resulting in a loss of hours, cancels your shift, or

shift OR the first 10 hours following the end of work that spanned two calendar days. If you are scheduled for a back to back shift within 10 hours, your employer must pay you time-and-

decline shifts that are not included in the written work schedule.

list, and a few others. Learn more at oregon.gov/boli.

does not ask you to work when you are scheduled for an on-call shift

vour requests, but they may not retaliate against you for making them.

retaliation

Ref.: OAR 437-001-0275

File a complaint with Oregon

OSHA

Salem Central Office ...

Medford.

Portland

440-1507 (12/21/COM)

a-half your regular pay rate.

FOR MORE INFORMATION, copies of the

Oregon Safe Employment Act, specific safety

and health standards, advice or assistance, call:

CONTACT US

give us a call. The Bureau of Labor nd Industries is here to enforce

If vour emplover isn't following the law or something feels wrong, Email: BOLI_help@boli.oregon.gov Web: oregon.gov/bol

OREGON LAWS

OVERTIME & PAYCHECKS

Your employer is required to give you breaks free from work responsibilities. There are specific rules about overtime pay and paychecks.

BREAKS & MEALS

reaches 18 months of age.

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)

2 hrs 1 min -5 hrs 59 min

1 0

4 2

6 hrs 1 min -One 30 minute unpaid meal break 10 hrs You also get reasonable breaks as needed to express milk (and a private space that is not a bathroom to pump) until your child 14 hrs 3 2

here or visit oregon.gov/boli/workers/Pages/meals-andbreaks.aspx for more information.

If your shift is longer or shorter than 8 hours, refer to the chart

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 work in agriculture). There are exceptions but they are uncommor

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 las paycheck by the end of the next business day. If you guit with 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

CONTACT US If your employer isn't following

these laws and protect you.

days or the next payday, whichever is first.

the law or something feels wrong Web: oregon.gov/boli and Industries is here to enforce

Email: BOLI help@boli.oregon.gov

Know your

rights

You have a

right to a safe

and healthful

You have the right to notify your employer or 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

representative may participate in the inspection.

unhealthy conditions in your workplace. You or your

OSHA about workplace hazards. You may ask Oregon

OREGON LAWS

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 employment.

PROHIBITIONS

EXEMPTIONS

lef.: 29 CFR §825.300

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.

private individuals engaged in national security-related activities. 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 certai employees of private firms who are reasonably suspected of involvement in

> 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

a workplace incident (theft, embezzlement, etc.) that resulted in economic loss to the employer 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

ENFORCEMENT

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 have test results disclosed to unauthorized persons.

The Secretary of Labor may bring court actions to restrain violations and

assess civil penalties against violators. Employees or job applicants may

The minimum wage you should get depends on your

growth boundary, you should make at least \$15.45.

address here: bit.ly/metroboundary

If you work OUTSIDE the urban growth boundary, you should make at least \$14.20. Look up your work

employer's exact address. If you work INSIDE the urban

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

also bring their own court actions.



MINIMUM WAGE

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

\$14.20 per hour Standard Benton, Clatsop, Columbia, Deschutes, Hood River,

Polk, Tillamook, Wasco, Yamhill, parts of * Clackamas, Multnomah, & Washington

Jackson, Josephine, Lane, Lincoln, Linn, Marion.

\$15.45 per hour **Portland Metro Area** * Clackamas, Multnomah, & Washington

\$13.20 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. There are exceptions but they are uncommon.

The minimum wage goes up every year. These rates are in effect from July 1, 2023 to June 30, 2024. The next minimum wage increase is on July 1, 2024.

▶ Tip credits are illegal in Oregon.

Deductions are allowed if legally required 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

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 Web: oregon.gov/boli

Se habla español.



OREGON FAMILY LEAVE

You can take time off to take care of yourself or close family members under the Oregon Family Leave Act (OFLA).



This time is protected, but often unpaid unless you have vacation, sick, or other paid leave available. Paid family leave will be available in 2023.

To be eligible, you must have worked an average of 25 hours per week for 180 days - just 180 days for parental leave. Separation from employment or removal from the schedule for up to 180 days does not count against eligibility. During a public health emergency, you are eligible for all types of OFLA leave after working for at least 30 days prior at an average of at least 25 hours per week. Your employer must have at least 25 employees.

You can take up to a total of 12 weeks of time off per year for any of these reasons.

» Parental leave for either parent to take time off for the birth, adoption, or foster placement of a child. If you use all 12 weeks, you can take up to 12 more weeks for sick child leave.

» Serious health condition of your own, or to care for a family member.

» Pregnancy disability leave before or after birth of child or for prenatal care. You can

» Military family leave up to 14 days if your spouse is a service member who has been called to active duty or is on leave from active duty.

take up to 12 weeks of this

in addition to 12 weeks for

any reason listed here.

Sick child leave for your child with an illness, injury or condition that requires home care but is not serious. or to care for a child whose

health emergency. Bereavement leave for up to 2 weeks after the death of a family member.

school or place of care is

closed because of a public

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.

CONTACT US

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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.

Email: BOLI_help@boli.oregon.gov Web: oregon.gov/boli Se habla español.



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

Assistance with manual labor;

Rev. February 2023

Ref.: ORS §659A.14

A reasonable period of leave; or

· More frequent or longer break periods or periodic rest;

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

 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

To request an accommodation or to discuss concerns or questions about this notice, please contact any one of our supervisors or

Alternate format available on request

in the human resources department. You may also contact:



Know Your Rights: Workplace Discrimination is Illegal

Who is Protected?

What Types of Employment Discrimination are Illegal?

nder the EEOC's laws, an employer may not ob with, or are an employee of, a company with a Federal contract or subcontract, you are protected or, or purchase, use, or disclosure of genetic

ests, genetic services, or family medical history) Retaliation for filing a charge, reasonably eeding ference, coercion, or threats related What Employment Practices can be hallenged as Discriminatory?

or a disability; pregnancy, childbirth, or related

or someone assisting or encouraging someone else to exercise rights, regarding disability

info@eeoc.gov EMPLOYERS HOLDING FEDERAL

National Origin pportunity in all aspects of employment Asking About, Disclosing, or

Executive Order 11246, as amended, protects Section 503 of the Rehabilitation Act of 1973 romotion, discharge, pay, fringe benefits, jol training, classification, referral, and other aspects of employment by Federal contractors. Disability

PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE Race, Color, National Origin, Sex

Section 504 of the Rehabilitation Act of 1973, as the basis of disability in any program or activity

against in a program of any institution which receives Federal financial assistance, you st

If your employer isn't following the law or something feels wrong, give us a call. The Bureau of Labor

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

OREGON LAWS

What you need to know



If your employer isn't following the law or something feels wrong, give us a call. The Bureau of Labor d Industries is here to enforce

Fmail: BOLI help@boli.oregon.g



NOTICE Mandatory Workplace Communications

OREGON Revised Statutes 659.780-659.785

Effective January 1, 2010, an employer or the employer's agent, representative or designee may not discharge, discipline or otherwise penalize or threaten to discharge, discipline or otherwise penalize or take any adverse employment action against an employee:

· Who declines to attend or participate in an employer-

sponsored meeting or communication if the primary

purpose of the meeting or communication is to

or political matters; As a means of requiring an employee to attend such a meeting or participate in such communications; or Because the employee makes a good faith report, orally or in writing, of a violation or a suspected violation of this law.

communicate the opinion of the employer about religious

The law does not prohibit an employer from requiring attendance at meetings that are not primarily about religious or political matters, or prohibit an employer from offering meetings, forums or other communications about religious or political matters for which attendance or participation is strictly

violation in the circuit court of the judicial district where the violation is alleged to have occurred or where the principal office of the employer is located. This is a summary of O.R.S. §§ 659.780-659.785. This is not

a complete text of the law.

An aggrieved employee may bring a civil action to enforce

this section no later than 90 days after the date of the alleged

Paid Leave Oregon

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 are my rights?

If you are eligible for paid leave, your

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 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

permission, unless the release is required

What if I have questions about my

and can only be released with your

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

to bring a civil suit in court or to file a

complaint with the Oregon Bureau of

not following the law, you have the right

employer cannot prevent you from taking

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.

What benefits are provided

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 rate from your paycheck.

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 your application is denied, you can appeal the decision with the Oregon Employment Department.

Employment Department

Labor & Industries (BOLI). You can file a complaint with BOLI online, via phone or Call: 971-245-3844 Email: help@boli.oregon.gov

Learn more about Paid Leave Oregon Email: paidleave@oregon.gov

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 one year, 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

the workplace injury and illness log.

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

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

date indicated on the citation and must certify that these

> You have the right to know about hazardous substances used in your workplace. 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. This free poster is available from Oregon OSHA

— It's the law! —

PROTECTIONS HARASSMENT Oregon laws protect your right to work free from harassment. They also require your employer to provide

DOMESTIC VIOLENCE

?#@*!

supports if you are a victim of domestic violence.

You have the right to a workplace free from harassment, discrimination, and

sexual assault. Your employer must have a policy to reduce and prevent Discrimination because of race, color, sex, sexual orientation, national

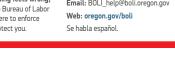
origin, religion, marital status, uniformed service, disability, or age is Sexual harassment can look like unwelcome sexual advances, requests for sexual favors, or conduct of a sexual nature (verbal, physical, or visual), that is directed toward an individual.

It can also include conduct that is not sexual but is gender-related. Sexual harassment can be targeted toward someone of the same or different sex or **DOMESTIC VIOLENCE PROTECTIONS**



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 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





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, marital status, sexual orientation, or pay history.

Different pay may be allowed if there is system based on bona fide factors 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

Employers cannot screen job applicants based on current or past salary/pay » 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. If you need to, you can file a complaint at oregon.gov/boli. You could get back pay or the pay difference you are owed.

CONTACT US If your employer isn't following the law or something feels wrong, give us a call. The Bureau of Labor nd Industries is here to enforce hese laws and protect you.

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