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

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

You have the right to use FMLA leave in one block of time. When it

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

How do I request FMLA leave?

Generally, to request FMLA leave you must:

enough information to your employer so they can 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 requesting additional leave.

Follow your employer's normal policies for requesting leave.

Your employer may request certification from a health care provide 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
- **OVERTIME PAY** At least 1½ times the regular rate of pay for all hours worked over 40 in a workweek 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 An employee must be at least 16 years old to work in most non-farm jobs and at least 18 to work the same pay, benefits and other working conditions, including

n non-farm jobs declared hazardous by the Secretary of Labor. Youths 14 and 15 years old may shift and location, at the end of your leave work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs with certain work hours restrictions. Different rules apply in agricultural employment Your employer cannot interfere with your FMLA rights or threater Employers of "tipped employees" who meet certain conditions may claim a partial wage credit or punish you for exercising your rights under the law. For example,

pased on tips received by their employees. Employers must pay tipped employees a cash wage your employer cannot retaliate against you for requesting FMLA leave of at least \$2.13 per hour if they claim a tip credit against their minimum wage obligation. If an or cooperating with a WHD investigation 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. After becoming aware that your need for leave is for a reason that PUMP AT WORK The FLSA requires employers to provide reasonable break time for a nursing employee to express may qualify under the FMLA, your employer must confirm whether breast milk for their nursing child for one year after the child's birth each time the employee needs you are eligible or not eligible for FMLA leave. If your employer to express breast milk. Employers must provide a place, other than a bathroom, that is shielded

ADDITIONAL

INFORMATION

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

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

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

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

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.

SICK TIME



- Your employer must give you sick time. You get at least 1 hour of protected sick time for every 30 hours you work up to at least 40 hours a year.
- You can use sick time for many reasons including if you (or a family member) are sick, injured, experiencing mental illness, or need to visit the doctor. Also covered: bereavement, parental leave, and leave to care for a child whose school or place of care is closed for a public health emergency.
- Your employer must pay you your regular wage when you take sick time if they have 10 or more employees (6 or more if they have a location in Portland). Otherwise, your sick time is protected but unpaid.
- You can start taking protected sick time after you've worked for at least 90 days. Your employer must regularly let you know how much sick time you have earned. (At least every three months.)

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

OREGON LAWS

BREAKS OVERTIME & & MEALS **PAYCHECKS**

Your employer is required to give you breaks where you have no 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
- » Two 10 minute paid rest breaks (15 minutes if you are under 18)
- 5 hrs 59 min » One 30 minute unpaid meal break (generally during the two 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
- If your shift is longer or shorter than 8 hours, refer to the chart here 14 hrs 1 min or visit oregon.gov/boli/workers/Pages/meals-and-breaks.aspx for

more information. **OVERTIME & PAYCHECKS**

hours after your third hour of work)

- 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
- Daily overtime also applies in some industries including manufacturing establishments and seafood processing. Special overtime rules also apply to certain work contracted for by government agencies public works projects, canneries and some hospital employees
- Regular paydays are required by law. You must receive a paycheck at least every 35 days. Your employe must provide you with a detailed paystub.
- If you are fired or permanently laid off, you must get your last paycheck by the end of the next business
- If you guit 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 navday, whichever is first.

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

nd Industries is here to enforce

these laws and protect you.

is no reasonable alternative.

been reduced or eliminated.

being retaliated or discriminated against.

records and personal sampling records.

Web: oregon.gov/boli

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

You have the right to refuse to perform a hazardous task that would

expose you to imminent danger or serious physical harm and there

believe there are unsafe or unhealthy conditions in your workplace.

You have the right to request an Oregon OSHA inspection if you

You or your representative may participate in the inspection.

> You have the right to see Oregon OSHA citations issued to your

Your employer must correct workplace hazards by the date

employer. Your employer must post the citations at the workplace.

You have the right to report a work-related injury or illness, without

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 a workplace incident (theft, embezzlement, etc.) that resulted in economic

> 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

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

also bring their own court actions.

For Clackamas, Multnomah & Washington

Area rate. If you work OUTSIDE the urban

counties, if you work INSIDE the urban growth boundary, you should make the Portland Metro

MINIMUM WAGE

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

\$14.70 per hour Standard

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

\$15.95 per hour

Portland Metro Area

Benton, Clatsop, Columbia, Deschutes, Hood River,

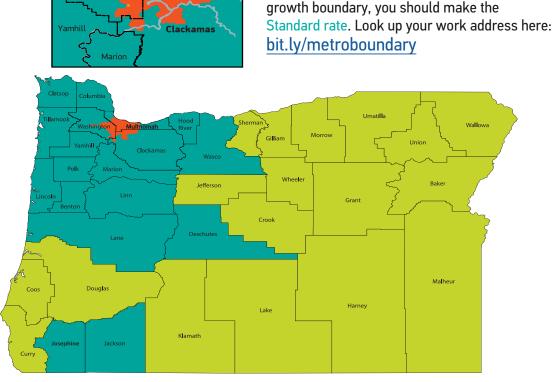
Jackson, Josephine, Lane, Lincoln, Linn, Marion,

* Clackamas, Multnomah, & Washington

\$13.70 per hour **Nonurban Counties**

Sherman, Umatilla, Union, Wallowa, Wheeler

Baker, Coos, Crook, Curry, Douglas, Gilliam, Grant, Harney, Jefferson, Klamath, Lake, Malheur, Morrow,



- 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

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OREGON LAWS Protect You At Work July 2024 - June 2025

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 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 leaves are separate from Paid Leave Oregon benefits.
- 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 12 weeks of time off per year for:
 - » Providing care to your child related to an illness, injury or conditions that requires home care or when your child's school or child care
 - provider is closed as a result of a public health emergency.
- » Bereavement (up to two weeks) for the death of an individual related by blood or affinity.
- » Through 2024, you can also
- Pregnancy disability leave In addition to leave for the other reasons listed here, you can take up to 12 additional weeks of time off per year for pregnancy disability before or after the
- 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.
- member who has been called to active duty or is on leave from active duty.

CONTACT US

83737

092024



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.

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.

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

discharging workers who file a complaint or participate in any proceeding under the FLSA.

the violations are determined to be willful or repeated. The law also prohibits retaliating against o

Certain occupations and establishments are exempt from the minimum wage, and/or overtime

pay provisions. Certain narrow exemptions also apply to the pump at work requirements

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

pay protections and correctly classified independent contractors are not.

because employees (unless exempt) are entitled to the FLSA's minimum wage and overtime

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

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

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,

in the human resources department. You may also

LABOR LAW

Norkplace Discrimination is Illegal

What Types of Employment Discrimination are Illegal?

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

or a disability; pregnancy, childbirth, or related

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

Call: 971-245-3844

Web: oregon.gov/boli

Email: BOLI_help@boli.oregon.gov

EMPLOYERS HOLDING FEDERAL

ob with, or are an employee of, a company with a Federal contract or subcontract, you are protected National Origin Asking About, Disclosing, or

Executive Order 11246, as amended, protects

PROGRAMS OR ACTIVITIES

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

Call: 971-245-3844

Know your retaliation



HARASSMENT

SEXUAL HARASSMENT

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

that occurs through digital or electronic communications.

and sexual assault. Your employer must have a policy to reduce and prevent

Sexual harassment can look like unwelcome sexual advances, requests for

sexual favors, or conduct of a sexual nature (verbal, physical, or visual), that

s directed toward an individual. It can also include unwanted sexual conduct

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

origin, religion, marital status, uniformed service, disability, or age is illegal.

Discrimination because of race, color, sex, sexual orientation, national

Know your #### whistleblower

DOMESTIC VIOLENCE

PROTECTIONS

Ref.: OAR 437-001-0275

This law applies only to retail, hospitality, and food services employers that employ at least 500 workers worldwide. Temporary or leased workers and exempt salaried workers are not covered by this law. If your workplace is covered by this law, your employer must give you a work schedule in

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

not work if your employer subtracts hours from your shift before or after you report for duty. does not ask you to work when you are scheduled for an on-call shift You have the right to provide input into your schedule. You may identify limitations or

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

unanticipated customer needs or unexpected absences

Web: oregon.gov/boli

OREGON LAWS

If your employer isn't following

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



CAPTIVE AUDIENCES Oregon Paid Leave Oregon serves most employees in Oregon by providing paid leave for Religion, Politics, Labor Unions & Captive Audiences 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 eave. Paid Leave pays employees a percentage of their wages. Benefit Who pays for Paid Leave Oregon?

percentage of wages and your employer will deduct your portion of the contribution rate from your paycheck. When do I need to tell my employe about taking leave?

Contributions are calculated as a

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

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 What if I have questions about my

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

your employer must keep giving you the

same health benefits as when you are

lose your pension rights while on leave and

It is unlawful for your employer to discriminate or retaliate against you leave benefits. If your employer isn't bring a civil suit in court or to file a & Industries (BOLI). You can file a complaint with BOLI online, via phone or

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

Web: www.oregon.gov/boli

U.S. Department of Labor

OSHA Region 10

Safety and Health Division (Oregon OSHA) of the Department of Consumer and Business Services has the primary responsibility for administering the act. This includes the right to refuse work that would expose you to serious physical harm or imminent danger

Anyone who wants to register a complaint about the administration of the Oregon Safe Employment Act can do so by contacting:

20425 72nd Ave South, Suite 150A Kent, WA 98032-2388 206-757-6700

the phone numbers listed. This free poster is available from Oregon OSHA — It's the law! —

You have a right to a safe and healthful workplace





1-800-922-2689

osha.oregon.gov

Display this poster where all

your workers can see it!

Oregon Administrative Rule 437-001-0275(2)(a)

. 503-378-3272

. 541-388-6066

. 541-686-7562

. 541-776-6030

541-276-9175

503-229-5910

503-378-3274





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.

DOMESTIC VIOLENCE PROTECTIONS

If you experience domestic violence, harassment, sexual assault, bias crime or stalking (or if you are a parent or guardian of a victim), your employer

These changes might include: a transfer, reassignment, modified schedule,

You can also take protected leave to find legal or law enforcement assistance, get medical treatment for injuries or mental health support

Your employer must keep all documents and information confidential.

You can't be fired, suspended, retaliated or discriminated against in any war

move or change your living situation, and more.

unpaid leave, changed work phone number, changed work station, installed

lock, new safety procedure, or other adjustment after threatened or actual

PREDICTIVE SCHEDULING

than 14 days ahead of the start of the schedule. If you request to work additional shifts or 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 with no loss of hours, or schedules you for an extra work or on-call shift

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

Voluntary standby list: Your employer must give you information about their voluntary standby list, which is an opt-in list they can keep of people willing to work additional hours due to

If your employer isn't following give us a call. The Bureau of Labor these laws and protect you.

Email: BOLI_help@boli.oregon.gov

the law or something feels wrong, give us a call. The Bureau of Labor and Industries is here to enforce

Email: BOLI_help@boli.oregon.gov





It's illegal for your employer to pay you less than someone else because of your gender, race, veteran status, disability, age, color, religion, national origin (including language), marital status, sexual orientation, or pay history

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 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

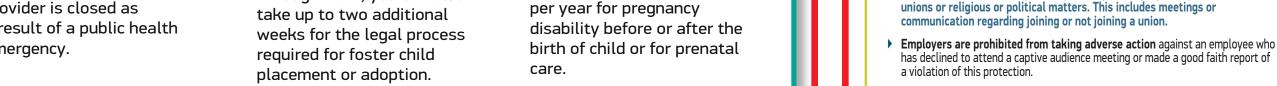
» Employers cannot ask for your salary/pay history before they make an offer of employment

CONTACT US If your employer isn't following the law or something feels wrong, and Industries is here to enforce



pay and the pay difference you are owed going forward.





Military family leave (up to 14 days) is also available if your spouse is a service

Call: 971-245-3844 Email: BOLI_help@boli.oregon.gov

Web: oregon.gov/boli Se habla español.

Se habla español these laws and protect you. Compliance Poster Company™

WWW.COMPLIANCEPOSTER.COM



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.

employee has inquired about, requested or used a reasonable accommodation.

please contact any one of our supervisors or contact:



Know Your Rights:

Section 503 of the Rehabilitation Act of 1973 romotion, discharge, pay, fringe benefits, joi

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

Exceptions apply to employers which are religious or political organizations.

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

OREGON LAWS

Employees and employers contribute to

weekly benefit by 25%.

State of Oregon Employment Department

TO REORDER CALL: 1-800-817-7678

You have the right to your work-related exposure records covered under Oregon OSHA's rules. This includes any OSHA medical You have the right to request your workplace injury and illness log, known as the "OSHA 300 log" and "OSHA 300A summary."

and Industries (BOLI) 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. 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

You have the right to know about hazardous substances used

You have the right to file a complaint with the Oregon Bureau of Labor

Oregon OSHA adopts occupational safety and health standards, and its trained safety and health compliance officers conduct workplace nspections 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

File a complaint

FOR MORE INFORMATION, copies of the

and health standards, or assistance, call:

Salem Central Office .

Medford

Portland

Oregon Safe Employment Act, specific safety

440-1507 (03/24/COM)

writing at least 14 calendar days in advance. It must be posted and easily visible and include all work shifts/on-call shifts. You may decline shifts that are not included in the written work

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

Paid Leave What you need to know

or safe leave in a benefit year. While on amounts depend on what an emplovee earned in their base year. See the Paid Leave website for a definition of base yea

Paid Leave Oregon through payroll taxes

If your leave is foreseeable, you must give notice to your employer at least 30 days before starting paid family, medical or safe eave. If you don't give the required notice, Paid Leave Oregon may reduce your first

earn more about Paid Leave Oregon

because you asked about or claimed paid following the law, you have the right to complaint with the Oregon Bureau of Labo

Call: 833-854-0166 Email: paidleave@oregon.gov Your employer must pay you the same as your coworkers doing similar work.

Different pay may be allowed if there is system based on specific factors named

Call: 971-245-3844 Email: BOLI_help@boli.oregon.gov Web: oregon.gov/boli Se habla español. these laws and protect you.