Oregon State Postings





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

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2 hrs or less	.0	0
2 brs 1 min - 5 hrs 59 min		0
6 hrs	- 21	1.7
ii hrs 1 min - 10 hrs	2	1
10 hrs 1 min - 13 hrs 59 min	- 3	1
14 hrs	3	1
Address of tasks	1.4	-



OVERTIME &

SEXUAL HARASSMENT DOMESTIC VIOLENCE **PROTECTIONS**



EQUAL PAY



CAPTIVE AUDIENCES

Know your rights

SICK TIME



UNEMPLOYMENT INSURANCE

Notice to Employers / Employees

WORKERS' COMPENSATION

MINIMUM WAGE

\$14.70 per hour





OREGON FAMILY LEAVE







What you need to know

Starting in September 2023, Paid Leave Oregon will serve most employees in Oregon by providing paid leave for the birth or adoption of a child, a serious illness of yours or a loved one, or if you experience sexual assault, domestic violence, harassment, or stalking.

What benefits are provided through Paid Leave Oregon and who is eligible?

Employees in Oregon that have earned at least \$1,000 in the prior year may qualify for up to 12 weeks of paid family, medical or safe leave in a benefit year. While on leave, Paid Leave Oregon pays employees a percentage of their wages. Benefit amounts depend on what an employee earned in the prior year.

Who pays for Paid Leave Oregon?

Starting on January 1, 2023, employees and employers contribute to Paid Leave Oregon through payroll taxes. Contributions are calculated as a percentage of wages and your employer will deduct your portion of the contribution 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

How do I apply for Paid Leave?

In September 2023, you can apply for leave with Paid Leave Oregon online at paidleave.oregon.gov or request a paper application from the department. If your application is denied, you can appeal the decision with the Oregon Employment Department.

If you are eligible for paid leave, your employer cannot prevent you from taking it. Your job is protected while you take paid leave if you have worked for your employer for at least 90 consecutive calendar days. You will not lose your pension rights while on leave and your employer must keep giving you the same health benefits as when you are

How is my information protected?

Any health information related to family, medical or safe leave that you choose to share with your employer is confidential and can only be released with your permission, unless the release is required by law.

What if I have questions about my rights?

It is unlawful for your employer to discriminate or retaliate against you because you asked about or claimed paid leave benefits. If your employer is not following the law, you have the right to bring a civil suit in court or to file a complaint with the Oregon Bureau of Labor & Industries (BOLI). You can file a complaint with BOLI online, via phone or email:

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

Learn more about Paid Leave Oregon

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



iHRSource www.ihrsource.com 800-848-0088



Display this poster where all your workers can see it! Oregon Administrative Rule 437-001-0275(2)(a)

al Office 503-379-3272 541-696-7562 541-276-9175 503-378-3274







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

You have a right to a safe and healthful workplace









These files may not be printed out and posted to meet legal compliance posting requirements. Required posters to meet legal compliance posting requirements are physically posted at all CarMax locations.

ALLC 20240626

Compliance Date July 2024