# **Oregon State Postings**



### WORKPLACE ACCOMMODATIONS NOTICE

is an equal opportunity employer and does not vate on the basis of most, religion, color, sex, age, national origin, disability, veteran status, sexual crientation feelily, gender expression or any other classification revoluted by low.

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

# & MEALS



# have no work responsibilities

Shift Length	Rest Breaks	Meal Breaks
2 hrs or less	0	0
2 hrs 1 min - 5 hrs 59 min	1	0
6 hrs	1	1
6 hrs 1 min - 10 hrs	2	1
10 hrs 1 min - 13 hrs 59 min	3	1



## **OVERTIME & PAYCHECKS**

- fou must receive overtime pay at 1.5 times yo regular pay rate for hours you work over 40 in workweek (or over 55 H you only work in agri over 48 beginning January 1, 2025). Except

# SEXUAL HARASSMENT + DOMESTIC VIOLENCE **PROTECTIONS**



### **EQUAL PAY**



# CAPTIVE AUDIENCES

**Know your rights** 

us have the right to see Oregon OSHA citations sund to your employer. Your employer must post the tations at the workplace. our employer must correct workplace hazards by the le indicated on the citation, and must certify that see hazards have been reduced or eliminated.



- Your employer must give you slok time. You get at least 1 hour of protected sick tir 30 hours you work up to at least 40 hours a year.



### EITC: Notice to Employer / Employees

## IINEMPI OYMENT INSURANCE

Notice to Employers / Employees

# WORKERS' COMPENSATION

# MINIMUM WAGE

\$14.70 per hour

\$15.95 per l





# **OREGON FAMILY LEAVE**





# What you need to know

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 eligible?

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 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 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

### 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 decision.

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 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 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 isn't 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

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

Learn more about Paid Leave Oregon

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

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)



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

Salem Central Office .... 503-378-3272

..... 541-686-7562

..... 541-276-9175

503-378-3274



Know your retaliation rights



This free poster is available from

Oregon OSHA

— It's the law! -

Know your whistleblower



**iHRSource** ww.ihrsource.co 800-848-0088

These files may not be printed out and posted to meet requirements are physically posted at all CarMax locations.

ALLC 20250304

**Compliance Date July 2024** 



legal compliance posting requirements. Required posters to meet legal compliance posting

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