

## WORKPLACE ACCOMMODATIONS NOTICE

All well qualified applicants are encouraged to apply for positions on the basis of race, religion, color, sex, age, national origin, disability, marital status, sexual orientation, gender identity, genetic information or any other characteristics protected by law.

- We will make reasonable accommodations for persons with disabilities in the application process, such as providing alternative formats for application materials, or providing alternative methods of communication.
- Accommodations for applicants with disabilities include:
  - An accommodation of the application process or interview.
  - Accommodations with respect to the interview.
  - An accommodation of the work schedule or job assignment.

## Employers 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,
  - All well qualified applicants are encouraged to apply for positions on the basis of race, religion, color, sex, age, national origin, disability, marital status, sexual orientation, gender identity, genetic information or any other characteristics protected by law.
  - Any reasonable accommodation for a person with a disability, unless the accommodation would cause an undue hardship, shall be provided to the person with a disability.
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In the human resources department. (Photo credit: iStockphoto.com)

## BREAKS & MEALS + OVERTIME & PAYCHECKS

Your employer is required to give you breaks during which you have no work responsibilities. There are specific rules about overtime pay and paychecks.

Table with 4 columns: Break Length, Rest Breaks, Meal Breaks, Overtime & Paychecks. Includes rows for 2 hrs or more, 3 hrs or more, 8 hrs or more, 9 hrs or more, 10 hrs or more, 14 hrs or more, 18 hrs or more.

CONTACT US: If you are an employer, please contact us at 800-922-2689. If you are an employee, please contact us at 800-922-2689.

## 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: Sexual harassment is a form of discrimination based on sex. It includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.
DOMESTIC VIOLENCE PROTECTIONS: Domestic violence is a pattern of behavior that includes physical, sexual, emotional, or economic abuse.

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## 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 your coworkers for doing similar work.
  - Similar work means work that requires similar skill, effort, and responsibility.
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## CAPTIVE AUDIENCES

Religion, Politics, Labor Unions & Captive Audiences: It is illegal for your employer to force you to attend religious services, political rallies, or labor union meetings.

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## Know your rights

- You have the right to notify your employer, Oregon OSHA, or both about workplace hazards.
  - You have the right to refuse to perform a hazardous task that would expose you to a significant danger of serious physical harm.
  - You have the right to request an Oregon OSHA inspection if you believe there are unsafe or unhealthy conditions in your workplace.

FOR MORE INFORMATION, contact Oregon OSHA at 800-922-2689. Oregon Administrative Rule 437-001-0275(2)(a)

## SICK TIME

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.

CONTACT US: If you are an employer, please contact us at 800-922-2689. If you are an employee, please contact us at 800-922-2689.

## ETC: Notice to Employer / Employees

Employers: You must file a required notice with the Oregon Employment Department (OED) if you have any employees who are on a paid leave of absence.

## UNEMPLOYMENT INSURANCE Notice to Employers/Employees

Employers: You must file a required notice with the Oregon Employment Department (OED) if you have any employees who are on a paid leave of absence.

## Notice to Employers / Employees

Notice to Employers / Employees: This notice is required for employers with 10 or more employees who are on a paid leave of absence.

## WORKERS' COMPENSATION Notice to Employers/Employees

Notice to Employers/Employees: This notice is required for employers with 10 or more employees who are on a paid leave of absence.

## MINIMUM WAGE

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



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## OREGON FAMILY LEAVE

You can take time off for pregnancy disability, bonding with a new child, or caring for a family member.

CONTACT US: If you are an employer, please contact us at 800-922-2689. If you are an employee, please contact us at 800-922-2689.



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, contact Oregon OSHA at 800-922-2689. Oregon Administrative Rule 437-001-0275(2)(a)
- Salem Central Office: 503-378-3272
- Bend: 541-398-6066
- Eugene: 541-696-7162
- Medford: 541-776-6200
- Pendleton: 541-276-9175
- Portland: 503-239-5910
- Salem: 503-378-3274

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

OSHA logo and QR codes for filing a complaint, knowing your retaliation rights, and knowing your whistleblower rights.

## Paid Leave Oregon

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.

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.

Who pays for Paid Leave Oregon? Employees and employers contribute to Paid Leave Oregon through payroll taxes.

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.

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.

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.

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.

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.

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

OSHA logo and QR codes for filing a complaint, knowing your retaliation rights, and knowing your whistleblower rights.