FED

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

The Department has authority to recover back wages

and an equal amount in liquidated damages 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. Heightened civil money

penalties may be assessed for each child labor violation

employee, and such assessments may be doubled when

Certain occupations and establishments are

pay provisions.

exempt from the minimum wage, and/or overtime

Special provisions apply to workers in American

Islands, and the Commonwealth of Puerto Rico.

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

apprentices, and workers with disabilities may be

paid less than the minimum wage under special

certificates issued by the Department of Labor.

classified independent contractors are not.

Certain full-time students, student learners,

Some state laws provide greater employee

Samoa, the Commonwealth of the Northern Mariana

that results in the death or serious injury of any minor

FEDERAL MINIMUM WAGE \$7.25 PER HOUR **BEGINNING JULY 24, 2009**

The law requires employers to display this poster where employees can readily see it.

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 the violations are determined to be willful or repeated. non-farm jobs and at least 18 to work in non-farm jobs The law also prohibits retaliating against or discharging declared hazardous by the Secretary of Labor. Youths 14 workers who file a complaint or participate in any and 15 years old may work outside school hours in various proceeding under the FLSA. non-manufacturing, non-mining, non-hazardous jobs with **ADDITIONAL INFORMATION**

certain work hours restrictions. Different rules apply in agricultural employment. Employers of "tipped employees" who meet certain conditions may claim a partial wage credit based 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. **NURSING MOTHERS** The FLSA requires employers to provide reasonable break time for a nursing mother employee who is subject to the

FLSA's overtime requirements in order for the employee to express breast milk for her nursing child for one year after the child's birth each time such employee has a need to express breast milk. Employers are also required to 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 employee to express breast milk

UNITED STATES OF AMERICA

OR

DEPARTMENT OF LABOR

WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT

1-866-487-9243 TTY: 1-877-889-5627

*The minimum wage you should get depends on your

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

work OUTSIDE the urban growth boundary, you should

make at least \$13.50. Look up your work address here:

prowth boundary, you should make at least \$14.75. If you



REV. 07/2016

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

Bureau of Labor & Industries

MINIMUM WAGE

\$13.50 per hour

Benton, Clatsop, Columbia, Deschutes, Hood River, Jackson, Josephine, Lane, Lincoln, Linn, Marion, Polk, Tillamook, Wasco, Yamhill, parts of * Clackamas, Multnomah, & Washington

\$14.75 per hour

\$12.50 per hour

Portland Metro Area

* Clackamas, Multnomah, & Washington

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, 2022 to June 30, 2023. The next minimum wage increase is on July 1, 2023. 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 Call: 971-245-3844 If your employer isn't

ollowing 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

BUREAU OF LABOR & **INDUSTRIES**

OREGON LAWS Protect You At Work July 2022 - June 2023

NOTICE: This state has its own minimum wage law. Employers are also required to display the federal Employee Rights Under the Fair Labor Standards Act posting, which indicates the federal minimum wage. Where federal and state rates both apply to an employee, the U.S. Department of Labor dictates that the employee is entitled to the higher minimum wage rate. THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.

OR

Bureau of Labor & Industries **BREAKS & MEALS + 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 For each 8 hour work shift you get these breaks free from work

Two 10 minute paid rest breaks (15 minutes if you are One 30 minute unpaid meal break

You also get reasonable breaks as needed to express milk (and a private space that is not a bathroom to pump) until your child

If your shift is longer or shorter than 8 hours, refer to the chart here or visit oregon.gov/boli/workers/Pages/meals-and-breaks.aspx for more information.

Meal **Breaks** Length Breaks 2 hrs or less 0 0 0 5 hrs 59 min 6 hrs 1 1 6 hrs 1 min -10 hrs 10 hrs 1 min -13 hrs 59 min 2 14 hrs 3

OVERTIME & PAYCHECKS

If you work more than 40 hours in one week, you must receive overtime pay of 1.5 times your regular pay rate. There are some exceptions but they are uncommon.

Regular paydays are required by law. You must receive a paycheck at least every 35 days. Your employer must provide you

If you are fired or permanently laid off, you must get your last 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 days or the next payday, whichever is first. **CONTACT US** If your employer isn't Call: 971-245-3844 OREGON **Email:** BOLI_help@boli.oregon.gov

ollowing the law or something feels wrong, **give us a call.** The Bureau Se habla español. of Labor and Industries laws and protect you.

Web: oregon.gov/boli

BUREAU OF LABOR &

14 hrs 1 min -

18 hrs

OREGON LAWS Protect You At Work July 2022 - June 2023

2

OR

Bureau of Labor & Industries EQUAL PAY

Your employer must pay you the same amount as other people doing similar work.

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 employment

Employers cannot screen job applicants based on current or past salary/pay history

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,

laws and protect you.

Call: 971-245-3844 Email: BOLI_help@boli.oregon.gov give us a call. The Bureau Se habla español. of Labor and Industries is here to enforce these

BUREAU OF INDUSTRIES

July 2022 - June 2023

OREGON LAWS Protect You At Work

OR

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; More frequent or longer break periods or periodic rest;

Assistance with manual labor; or Modification of work schedules or job assignments.

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

discrimination and retaliation

Deny employment opportunities on the basis of a need for reasonable accommodation Deny reasonable accommodation for known limitations, unless the accommodation would cause an

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 reasonable

nodation or to discuss concerns or questions about this notice, please contact any one of our in the human resources department. [Provide multiple ways for employees to supervisors or

reach out with requests or concerns.] Alternate format available on request

on how to claim unemployment benefits.

REV. 09/2019

NOTICE: This state requires an employer to display a Workers' Compensation posting furnished by the employer's insurance carrier or a state agency. Employers should contact their insurance carrier or the appropriate state agency to obtain a copy of this state's Workers' Compensation posting or notice of compliance/certificate of insurance. Employees should refer to the Workers' Compensation posting or notice of compliance/certificate of insurance furnished by the state or the employer's insurance carrier for information about Workers' Compensation

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY. IT DOES NOT FULFILL THIS STATE'S **WORKERS' COMPENSATION POSTING REQUIREMENT.**

NOTICE: Employers must contact their local unemployment office or the state agency responsible for unemployment compensation

to receive the official Unemployment Insurance posting. Employees should contact their local unemployment office for information

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY. IT DOES NOT FULFILL THIS STATE'S **UNEMPLOYMENT INSURANCE POSTING REQUIREMENT.**

FED

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

PROHIBITIONS 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. **EXEMPTIONS**

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 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.

economic loss to the employe 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 detector tests. **EXAMINEE RIGHTS** 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

incident (theft, embezzlement, etc.) that resulted in

The Act also permits polygraph testing, subject to

restrictions, of certain employees of private firms who

are reasonably suspected of involvement in a workplace

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. **ENFORCEMENT**

The Secretary of Labor may bring court actions to restrain violations and assess civil penalties against violators. Employees or job applicants may also bring their own court

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

DEPARTMENT OF LABOR UNITED STATES OF AMERICA

WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT

1-866-487-9243 TTY: 1-877-889-5627 www.dol.gov/whd

Work at a location where the employer has at

*Special "hours of service" requirements apply to airline

Generally, employees must give 30-days' advance notice

30-days' notice, an employee must notify the employer as

Employees do not have to share a medical diagnosis, but

must provide enough information to the employer so it

can determine if the leave qualifies for FMLA protection.

that the employee is or will be unable to perform his or

her job functions, that a family member cannot perform

medical treatment is necessary. Employees must inform

the employer if the need for leave is for a reason for which

emplover determines that the certification is incomplete

Once an employer becomes aware that an employee's

need for leave is for a reason that may qualify under the

FMLA, the employer must notify the employee if he or she

is eligible for FMLA leave and, if eligible, must also provide

a notice of rights and responsibilities under the FMLA. If

the employee is not eligible, the employer must provide a

Employees may file a complaint with the U.S. Department

of Labor, Wage and Hour Division, or may bring a private

prohibiting discrimination or supersede any state or local

law or collective bargaining agreement that provides

The FMLA does not affect any federal or state law

Employers must notify its employees if leave will be designated as FMLA leave, and if so, how much leave will be

it must provide a written notice indicating what additional

daily activities, or that hospitalization or continuing

FMLA leave was previously taken or certified.

EMPLOYER RESPONSIBILITIES

Employers can require a certification or periodic

recertification supporting the need for leave. If the

Sufficient information could include informing an employer

soon as possible and, generally, follow the employer's usual

of the need for FMLA leave. If it is not possible to give

least 50 employees within 75 miles of the employee's

before taking leave;* and

worksite.

flight crew employees

REQUESTING LEAVE

information is required.

reason for ineligibility

ENFORCEMENT

designated as FMLA leave.

lawsuit against an employe

greater family or medical leave rights.



FED

EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT

THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION Have at least 1,250 hours of service in the 12 months

LEAVE ENTITLEMENTS Eligible employees who work for a covered employer can take up to 12 weeks of unpaid, job-protected leave in a 12-month period for the following reasons:

The birth of a child or placement of a child for adoption or foster care; To bond with a child (leave must be taken within 1 year of the child's birth or placement); To care for the employee's spouse, child, or parent who has a qualifying serious health condition; For the employee's own qualifying serious health condition that makes the employee unable to

perform the employee's job; For qualifying exigencies related to the foreign deployment of a military member who is the employee's spouse, child, or parent An eligible employee who is a covered servicemember's spouse, child, parent, or next of kin may also take up to 26

weeks of FMLA leave in a single 12-month period to care for the servicemember with a serious injury An employee does not need to use leave in one block. When it is medically necessary or otherwise permitted,

employees may take leave intermittently or on a reduced inlovees may choose, or an employer may require use of accrued paid leave while taking FMLA leave. If an employee substitutes accrued paid leave for FMLA leave, the employee must comply with the employer's normal

paid leave policies. **BENEFITS & PROTECTIONS** While employees are on FMLA leave, employers must continue health insurance coverage as if the employees were not on leave. Upon return from FMLA leave, most employees must be restored to the same job or one nearly identical to it with

equivalent pay, benefits, and other employment terms and

An employee who works for a covered employer must meet

An employer may not interfere with an individual's FMLA rights or retaliate against someone for using or trying to use FMLA leave, opposing any practice made unlawful by the FMLA, or being involved in any proceeding under or related **ELIGIBILITY REQUIREMENTS**

three criteria in order to be eligible for FMLA leave. The Have worked for the employer for at least 12 months;

DEPARTMENT OF LABOR

OR

UNITED STATES OF AMERICA

1-866-4-USWAGE (1-866-487-9243) TTY: 1-877-889-5627

www.dol.gov/whd

For additional information or to file a complaint:

U.S. Department of Labor • Wage and Hour Division • WH1420



Bureau of Labor & Industries

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 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.

CONTACT US If your employer isn't following the law or

laws and protect you.

Call: 971-245-3844 Email: BOLI_help@boli.oregon.gov something feels wrong, Web: oregon.gov/boli give us a call. The Bureau Se habla español. of Labor and Industries is here to enforce these

OREGON **BUREAU OF** LABOR & **INDUSTRIES**

OREGON LAWS Protect You At Work July 2022 - June 2023

OR

Bureau of Labor & Industries 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 You have the right to a workplace free from harassment, discrimination, and sexual assault. Your employer must have a policy to reduce and prevent these violations.

Discrimination because of race, color, sex, sexual orientation, national origin, religion, marital status, uniformed service, disability, or age is illegal. 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 gender. **DOMESTIC VIOLENCE PROTECTIONS** If you experience domestic violence, harassment, sexual assault, or stalking (or if you are a parent or guardian of a

victim), your employer must make 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

events. 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 way because you are a victim. **CONTACT US**

laws and protect you.

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

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

BUREAU OF LABOR & **INDUSTRIES**

OREGON LAWS Protect You At Work July 2022 - June 2023

OR

Bureau of Labor & Industries 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.

» Pregnancy disability leave

parent to take time off for before or after birth of child the birth, adoption, or foster or for prenatal care. You can take up to 12 weeks of this in placement of a child. If you use all 12 weeks, you can take addition to 12 weeks for any up to 12 more weeks for sick reason listed here child leave. Military family leave up Serious health condition

or place of care is closed because of a public health to 14 days if your spouse is emergency. Bereavement leave for up to a service member who has 2 weeks after the death of a been called to active duty or is on leave from active duty. family member

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** OREGON Call: 971-245-3844

If your employer isn't following the law or something feels wrong, Web: oregon/gov/boli give us a call. The Bureau Se habla español. of Labor and Industries is here to enforce these laws and protect you.

OR

Oregon

Paid Leave

rate from your paycheck.

Employment Department.

» Parental leave for either

of your own, or to care for a

family member.

Email: BOLI_help@boli.oregon.gov **BUREAU OF** LABOR & INDUSTRIES

OREGON LAWS Protect You At Work July 2022 - June 2023

Sick child leave for your

child with an illness, injury or

care but is not serious, or to

care for a child whose school

condition that requires home

Employment Department

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.

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, you or a loved one's serious illness or if you experience sexual assault, domestic violence, harassment, What benefits are provided through Paid Leave What are my rights? If you are eligible for paid leave, your employer cannot Oregon and who is eligible? prevent you from taking it. Your job is protected while you Employees in Oregon that have earned at least \$1,000 in

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

If your leave is foreseeable, you are required to give notice to your employer at least 30 days before starting paid imily, 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?

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

Email: paidleave@oregon.gov

FED

U.S. Equal Employment Opportunity Commission

Know Your Rights: Workplace Discrimination is Illegal The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment. If you believe you've been discriminated against at work or in applying for

a job, the EEOC may be able to help. Who is Protected?

Employees (current and former), including managers and temporary

Job applicants Union members and applicants for membership in a union

What Organizations are Covered? Most private employers

State and local governments (as employers) Educational institutions (as employers)

Staffing agencies What Types of Employment Discrimination are Illegal? Under the EEOC's laws, an employer may not discriminate against you, regardless

of your immigration status, on the bases of: Race Color

Religion National origin Sex (including pregnancy and related conditions, sexual orientation, or

gender identity) Age (40 and older)

E-Mail

FED

REEMPLOYMENT RIGHTS

notice of your service;

conclusion of service; and

service or, in some cases, a comparable job.

are a past or present member of •

have applied for membership in

the uniformed service:

the uniformed service; or

then an employer may not deny you:

retention in employment;

initial employment;

reemployment;

because of this status.

service connection.

to perform service in the uniformed service and:

services while with that particular employer;

Disability Genetic information (including employer requests for, or purchase, use, or disclosure of genetic tests, genetic services, or family medical history) Retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsuit, investigation, or proceeding.

What Employment Practices can be Challenged as Discriminatory? All aspects of employment, including: Discharge, firing, or lay-off

Harassment (including unwelcome verbal or physical conduct) Hiring or promotion Assignment

Pay (unequal wages or compensation) Failure to provide reasonable accommodation for a disability or a sincerely held religious belief, observance or practice

Benefits Job training Classification

Conduct that might reasonably discourage someone from opposing discrimination, filing a charge, or participating in an investigation or proceeding. What can You Do if You Believe Discrimination has Occurred? Contact the EEOC promptly if you suspect discrimination. Do not delay, because there are strict time limits for filing a charge of discrimination (180 or 300 days, depending on where you live/work). You can reach the EEOC in any of the

Obtaining or disclosing genetic information of employees

Requesting or disclosing medical information of employees

Submit an inquiry through the EEOC's public portal: https://publicportal.eeoc.gov/Portal/Login.aspx 1-800-669-4000 (toll free) 1-800-669-6820 (TTY) 1–844–234–5122 (ASL video phone)

Additional information about the EEOC, including information about filing a charge of discrimination, is available at www.eeoc.gov.

SUBCONTRACTS The Department of Labor's Office of Federal Contract Compliance Programs

EMPLOYERS HOLDING FEDERAL CONTRACTS OR

(OFCCP) enforces the nondiscrimination and affirmative action commitments of companies doing business with the Federal Government. If you are applying for a job with, or are an employee of, a company with a Federal contract or

You have the right to be reemployed in your civilian job if you leave that job

you ensure that your employer receives advance written or verbal

you have five years or less of cumulative service in the uniformed

you have not been separated from service with a disqualifying

If you are eligible to be reemployed, you must be restored to the job and

benefits you would have attained if you had not been absent due to military

discharge or under other than honorable conditions.

RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION

you return to work or apply for reemployment in a timely manner after

an EEOC field office (information at www.eeoc.gov/field-office)

subcontract, you are protected under Federal law from discrimination on the

following bases:

Race, Color, Religion, Sex, Sexual Orientation, Gender Identity,

National Origin Executive Order 11246, as amended, prohibits employment discrimination by

Federal contractors based on race, color, religion, sex, sexual orientation, gender

identity, or national origin, and requires affirmative action to ensure equality of opportunity in all aspects of employment. **Asking About, Disclosing, or Discussing Pay**

Federal contractors from discrimination based on inquiring about, disclosing, or discussing their compensation or the compensation of other applicants or Disability Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified individuals with disabilities from discrimination in hiring, promotion, discharge,

Executive Order 11246, as amended, protects applicants and employees of

pay, fringe benefits, job training, classification, referral, and other aspects of employment by Federal contractors. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship to the employer. Section 503 also requires that Federal contractors take affirmative action to employ and advance in employment qualified individuals with disabilities at all levels of employment, including the executive level.

Protected Veteran Status The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, prohibits employment discrimination against, and requires affirmative action to recruit, employ, and advance in employment, disabled veterans, recently separated veterans (i.e., within three years of discharge or release from active duty), active duty wartime or campaign badge veterans, or

Armed Forces service medal veterans. Retaliation is prohibited against a person who files a complaint of discrimination, participates in an OFCCP proceeding, or otherwise opposes discrimination by

Federal contractors under these Federal laws. Any person who believes a contractor has violated its nondiscrimination or affirmative action obligations under OFCCP's authorities should contact

The Office of Federal Contract Compliance Programs (OFCCP) U.S. Department of Labor 200 Constitution Avenue, N.W.

Washington, D.C. 20210 1-800-397-6251 (toll-free) If you are deaf, hard of hearing, or have a speech disability, please dial 7–1–1 to access telecommunications relay services. OFCCP may also be contacted by submitting a question online to OFCCP's Help Desk at https://ofccphelpdesk.dol.gov/s/, or by calling an OFCCP regional or district office, listed in most telephone directories under U.S. Government, Department of Labor and on OFCCP's "Contact Us" webpage at

https://www.dol.gov/agencies/ofccp/contact. PROGRAMS OR ACTIVITIES RECEIVING FEDERAL **FINANCIAL ASSISTANCE**

Race, Color, National Origin, Sex In addition to the protections of Title VII of the Civil Rights Act of 1964, as amended, Title VI of the Civil Rights Act of 1964, as amended, prohibits discrimination on the basis of race, color or national origin in programs or activities receiving Federal financial assistance. Employment discrimination is covered by Title VI if the primary objective of the financial assistance is provision of employment, or where employment discrimination causes or may cause discrimination in providing services under such programs. Title IX of the Education Amendments of 1972 prohibits employment discrimination on the

basis of sex in educational programs or activities which receive Federal financial

Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of disability in any program or activity which receives Federal financial assistance. Discrimination is prohibited in all aspects of employment against persons with disabilities who, with or without reasonable accommodation, can perform the essential functions of the job. If you believe you have been discriminated against in a program of any institution

which receives Federal financial assistance, you should immediately contact the

YOUR RIGHTS UNDER USERRA THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service in the National Disaster Medical System. USERRA also prohibits employers from discriminating against past and present members of

> elect to continue your existing employer-based health plan coverage for you and your dependents for up to 24 months while in the military. Even if you don't elect to continue coverage during your military service, you have the right to be reinstated in your employer's health plan when you are reemployed, generally without any waiting periods

If you leave your job to perform military service, you have the right to

ENFORCEMENT The U.S. Department of Labor, Veterans Employment and Training Service (VETS) is authorized to investigate and resolve complaints of For assistance in filing a complaint, or for any other information on

Advisor can be viewed at https://webapps.dol.gov/elaws/vets/userra. If you file a complaint with VETS and VETS is unable to resolve it, you may request that your case be referred to the Department of Justice or the Office of Special Counsel, as applicable, for representation. You may also bypass the VETS process and bring a civil action against an employer for violations of USERRA.

USERRA, contact VETS at 1-866-4-USA-DOL or visit its website at

https://www.dol.gov/agencies/vets/. An interactive online USERRA

In addition, an employer may not retaliate against anyone assisting in the where they customarily place notices for employees. enforcement of USERRA rights, including testifying or making a statement in connection with a proceeding under USERRA, even if that person has no

assistance.

the uniformed services, and applicants to the uniformed services.

Individuals with Disabilities

Federal agency providing such assistance.

HEALTH INSURANCE PROTECTION

connected illnesses or injuries.

REV. 05/2022

1-800-922-2689

osha.oregon.gov

workplace

Employment Act.

do so by contacting:

U.S. Department of Labor OSHA Region X 1111 Third Ave., Suite 715 Seattle, WA 98101-3212 206-553-5930

the workplace. > Your employer must correct workplace hazards by the date indicated on the citation and must certify that these hazards have been reduced or eliminated.

> You have the right to copies of your medical records

substances or conditions. Additionally, you may request the workplace injury and illness log. > You have the right to know about hazardous substances used in your workplace.

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

65850F

your employer. Your employer must post the citations at

administration of the Oregon Safe Employment Act can

standards, and its trained safety and health compliance officers conduct job-site inspections to ensure compliance with the Oregon Safe Employment Act.

available at no charge to Oregon businesses by calling any of the phone numbers listed. This free poster is available from Oregon OSHA



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When do I need to tell my employer about taking leave?

In September 2023, you can apply for leave with Paid Leave

paper application from the department. If your application

Oregon online at **paidleave.oregon.gov** or request a

is denied, you can appeal the decision with the Oregon

This poster is in compliance with federal and state posting requirements.

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

take paid leave if you have worked for your employer for at

least 90 consecutive calendar days. You will not lose your

Call: 971-245-3844 Email: help@boli.oregon.gov Learn more about Paid Leave Oregon Web: paidleave.oregon.gov **Call:** 833-854-0166

FOR MORE INFORMATION, copies of the Oregon Safe Employment Act, specific safety and health standards, advice or assistance, call: **Salem Central Office** . 503-378-3272 541-388-6066 . 541-686-7562 Eugene

Medford.

Pendletor

File a complaint with Oregon

OSHA

Portland. . 503-229-5910 503-378-3274 Display this poster where all

TWO ways to verify poster compliance!

QR CODE Scan with phone camera:

Go to: JJKeller.com/LLPverify

Enter this code: 62890-012023

Oregon Administrative Rule 437-001-275(2)(a). 440-1507 (12/21/COM)

your workers can see it!

. 541-776-6030

541-276-9175

J. J. Keller & Associates, Inc. JJKeller.com/laborlaw 800-327-6868

ONLINE

JAN2023

promotion; or any benefit of employment

are obligated to serve in the

uniformed service:

U.S. Department of Labor • 1-866-487-2365 U.S. Department of Justice Office of Special Counsel Employer Support of the Guard and Reserve • 1-800-336-4590

> Know your rights You have a right to a safe and healthful

> You have the right to notify your employer or Oregon OSHA about workplace hazards. You may ask 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

OSHA within 30 days, of discrimination by your employer for making safety and health complaints or for exercising your rights under the Oregon Safe Anyone who wants to register a complaint about the

> You have a right to see Oregon OSHA citations issued to

or records of your exposure to toxic and harmful

— It's the law! —

To update your labor law posters contact

or exclusions (e.g., pre-existing condition exclusions) except for service-

REV. 10/20/2022

The rights listed here may vary depending on the circumstances. The text of this notice was prepared by VETS, and may be viewed on the internet at this address: https://www.dol.gov/agencies/vets/programs/userra/poster Federal law requires employers to notify employees of their rights under USERRA, and employers may meet this requirement by displaying the text of this notice

> You can file a complaint with the Oregon Bureau of Labor and Industries within one year, or with federal

unhealthy conditions in your workplace. You or your

representative may participate in the inspection.

> You have the right to report a work-related injury or

illness, without being retaliated against.

The Oregon Safe Employment Act of 1973 provides job safety and health protection for workers through the promotion of safe and healthful working conditions

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**

FED-OR-ENG

retaliation

Oregon OSHA

Department of

Consumer and Business Services