

FED EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT FEDERAL MINIMUM WAGE \$7.25 PER HOUR BEGINNING JULY 24, 2009

FED EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests

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.

OR Bureau of Labor & Industries MINIMUM WAGE You must be paid at least minimum wage. The rate depends on where you work.

FED EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

FED YOUR RIGHTS UNDER USERRA USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service

OR Bureau of Labor & Industries BREAKS & MEALS + OVERTIME & PAYCHECKS Your employer is required to give you breaks free from work responsibilities.

OR 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.

FED EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) enforces anti-discrimination and affirmative action commitments

OR Bureau of Labor & Industries EQUAL PAY Your employer must pay you the same amount as other people doing similar work.

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.

IT'S THE LAW! You have a right to a safe and healthy workplace. You have the right to notify your employer or Oregon OSHA about workplace hazards.

OR Workplace Accommodations Notice 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.

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).

OSHA 1-800-922-2689 osha.oregon.gov FOR MORE INFORMATION, copies of the Oregon Safe Employment Act, specific safety and health standards, advice or assistance, call: