

Oregon Employment Laws: The Ultimate Guide for Employers

The state of Oregon has a comprehensive set of employment laws designed to protect the rights of workers and ensure fair and equitable workplaces. Understanding and complying with these laws is crucial for employers to avoid legal liabilities, maintain a positive work environment, and attract and retain top talent.

This guide provides a comprehensive overview of Oregon employment laws, covering key topics such as wages and hours, discrimination, harassment, employee benefits, and workplace safety. By leveraging this resource, employers can gain a thorough understanding of their legal obligations and implement best practices to create a compliant and productive work environment.



Oregon Employment Laws

★★★★★ 5 out of 5

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Wages and Hours

Oregon's minimum wage is among the highest in the nation, currently set at \$13.50 per hour. Employers must adhere to this minimum wage and also comply with the state's overtime pay requirements. Overtime pay is required at a rate of 1.5 times the regular rate of pay for hours worked over 40 in a workweek.

MINIMUM WAGE

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

\$12.00 per hour
Standard
 • Service (Cleaning, Laundry, Dry Cleaning, Food Prep, Janitorial, Janitorial Care, Linen, Care, Massage, NO, Tattoo, Wax, Hair, Lashes)
 • Technical, Mechanical & Refrigeration

\$13.25 per hour
Portland Metro Area
 • Clatsop, Multnomah, & Washington

\$11.50 per hour
Nonurban Counties
 • Baker, Clatsop, Douglas, Gilliam, Grant, Harney, Jefferson, Klamath, Lake, Malheur, Wheeler, Wallowa, Wasco, Wheeler, Wheeler, Wheeler



▶ The minimum wage can be paid in kind or your employer can allow you to work for a lower amount. If you work for a lower amount, you must be paid at least \$11.50. If you work for a lower amount, you must be paid at least \$11.50. Visit www.dir.or.gov for more information.

- ▶ Every worker must be paid at least minimum wage. There are exceptions but they are uncommon.
- ▶ The minimum wage goes up every year. The next increase is on July 1, 2021. These rates are in effect from July 1, 2020 to June 30, 2021.
- ▶ 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 www.eitc.or.gov

Oregon law also provides for meal and rest breaks for employees. Employers must provide a 30-minute unpaid meal break for employees who work more than 5 hours in a day. Rest breaks of 10 minutes are required for every 4 hours of work.

Discrimination

Oregon has strong anti-discrimination laws that prohibit employers from discriminating against employees based on protected characteristics such as race, color, religion, sex, national origin, age, disability, marital status, and veteran status.

TYPES OF DISCRIMINATION

GENDER
 Gender discrimination involves treating someone less favorably or more favorably because of the person's gender.

AGE
 Age discrimination involves treating someone less favorably or more favorably because of his age.

SEXUAL ORIENTATION
 Sexual orientation discrimination involves being treated differently or harassed because of your real or perceived sexual orientation – whether gay, lesbian, bisexual, or heterosexual. This type of discrimination typically occurs in your workplace, depending where you work.

DISABILITY
 Disability discrimination occurs when an employer or other entity covered by the Americans with Disabilities Act, as amended, or the Rehabilitation Act, in covered, treats a qualified individual with a disability who is otherwise qualified to apply or accept a job because of the disability.

PREGNANCY
 Pregnancy discrimination involves treating an employee less favorably because of pregnancy, childbirth, or a medical condition related to pregnancy or childbirth.

RELIGION
 Religious discrimination involves treating a person (an applicant or employee) unfavorably because of his or her religious beliefs. This law applies to all people who belong to a religion, organized religions, such as Buddhism, Christianity, Hinduism, Islam, and Judaism, but also others who have sincerely held religious, ethical or moral beliefs.

RACE
 Race discrimination involves treating someone (an applicant or employee) less favorably because of his or her race or because of perceived characteristics associated with race (such as hair texture, skin color, or certain facial features). Color discrimination involves treating someone unfavorably because of skin color complexion.

NATIONAL ORIGIN
 National origin discrimination involves treating people differently or harassing them because they are from a particular country or part of the world, because of ancestry or accent, or because they appear to be of a particular ethnic background (even if they are not).

Not all discrimination is based on prejudice. However, in the U.S., government policy has been an affirmative action was initiated to encourage employers and inventories to seek out and accept groups such as African Americans and women, who have been subject to the opposite kind of discrimination for a long time.

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Employers must ensure that their hiring, firing, promotion, and other employment decisions are made fairly and without bias. They must also provide a workplace free from harassment and create an inclusive and respectful work environment.

Harassment

Harassment in the workplace is illegal in Oregon, and employers are responsible for preventing and addressing any such conduct. Harassment can be verbal, physical, or visual and can create a hostile or intimidating work environment.

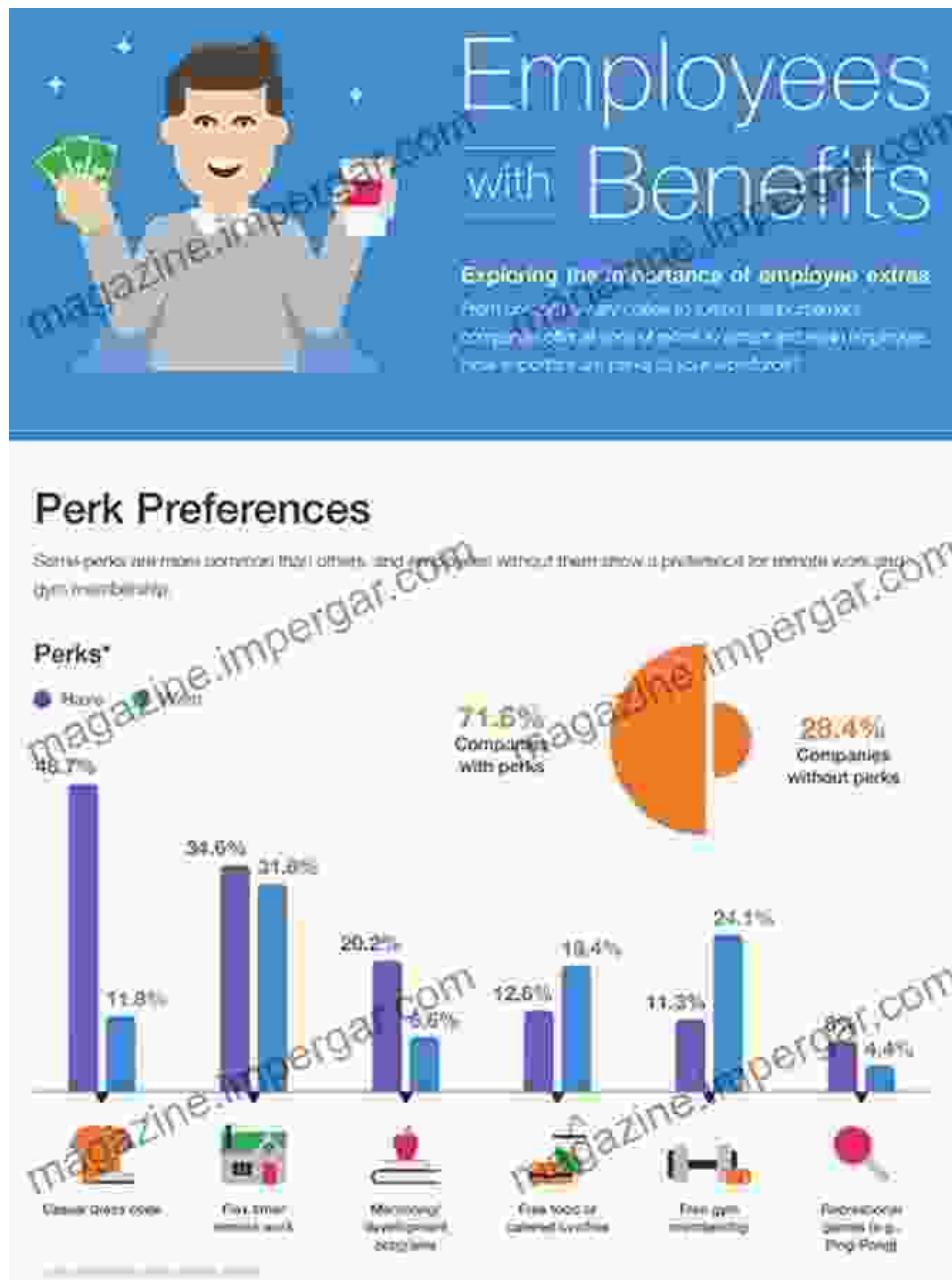
The infographic features a light gray background with a repeating watermark of 'magazine.impergar.com' in a light gray font. At the top right, the 'GovDocs' logo is displayed in red and black. Below it, the word 'INFOGRAPHIC' is written in red. The main title, 'Oregon Employment Law', is prominently displayed in large, bold, black letters. Underneath the title, a quote in a black serif font reads: 'Employment law on the West Coast is complex. And Oregon is no exception'. At the bottom center, there is a red button with rounded corners containing the text 'VIEW NOW' in white, uppercase letters.

Employers must implement clear anti-harassment policies and provide training to employees. They must also promptly investigate and respond to

any allegations of harassment to ensure a safe and respectful workplace.

Employee Benefits

Oregon law requires employers to provide certain employee benefits, including health insurance, paid sick leave, and workers' compensation insurance.



Employers must also comply with the federal Family and Medical Leave Act (FMLA), which entitles eligible employees to take unpaid, job-protected leave for certain family and medical reasons.

Workplace Safety

Oregon has stringent workplace safety regulations designed to protect employees from injuries and illnesses. Employers must provide a safe and healthful workplace by implementing and maintaining a comprehensive safety program.

Safety at work.

Know the facts so you don't become a statistic.

66% of workers have not received safety training.

63% of workers are men.

15 MINS of safety training can reduce injury risk.

28% of workers do not use safety equipment.

17% of workers do not use safety equipment.

5% of workers do not use safety equipment.

30-40% of workers do not use safety equipment.

500 HOSPITAL ADMISSIONS per day.

3x MORE deaths from forklifts.

26,135 workers injured every day.

INDUSTRIES WITH THE HIGHEST DEATH RATE (2011)

1. Support, utility & maintenance
2. Agriculture, forestry & fishing
3. Construction
4. Mining

INDUSTRIES WITH THE HIGHEST SEVERE INJURY RATE (2011)

1. Support, utility & maintenance
2. Agriculture, forestry & fishing
3. Construction
4. Mining

FACTORS THAT CAUSE WORK-RELATED DEATHS AND INJURIES

- VEHICLE COLLISIONS
- HEAD INJURY FALLING OBJECTS
- FALLS FROM HEIGHTS
- INJURY BY MOVING OBJECTS

COMMON CAUSES OF WORK-RELATED DEATHS AND INJURIES

- 1. Falls
- 2. Struck by or caught in/between
- 3. Vehicle collisions
- 4. Electrocution

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Employers must also provide training to employees on workplace hazards and ensure that all necessary safety equipment is available and used properly.

Oregon employment laws are complex and ever-changing. Employers who stay informed about these laws and implement best practices can ensure

compliance, protect their businesses from legal liabilities, and create a positive and productive work environment.

This guide provides a comprehensive overview of key Oregon employment laws, but it is essential to consult with legal counsel for specific guidance and to stay up-to-date on the latest legal developments.

By understanding and adhering to these laws, employers can foster a workplace that is fair, equitable, and safe for all employees.

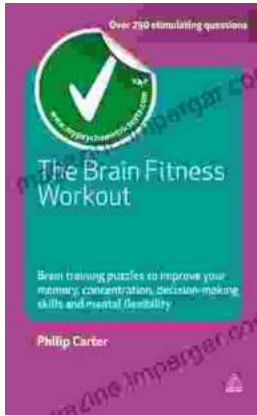


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