FED

UNDER THE FAIR LABOR STANDARDS ACT FEDERAL MINIMUM WAGE

EMPLOYEE RIGHTS

\$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 non-farm jobs and at least 18 to work in non-farm jobs declared hazardous by the Secretary of Labor. Youths 14 and 15 years old may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs with 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

DEPARTMENT OF LABOR UNITED STATES OF AMERICA **WAGE AND HOUR** DIVISION **UNITED STATES**

DEPARTMENT OF LABOR

bit.ly/metroboundary

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

* 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 \$12.75. Look up your work address here:

The Department has authority to recover back wages

and an equal amount in liquidated damages in instances

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

the violations are determined to be willful or repeated.

The law also prohibits retaliating against or discharging

Certain occupations and establishments are

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

workers who file a complaint or participate in any

proceeding under the FLSA.

pay provisions.

ADDITIONAL INFORMATION

that results in the death or serious injury of any minor

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





OR

breast milk

Bureau of Labor & Industries MINIMUM WAGE

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

\$12.75 per hour

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

Multnomah, & Washington) \$14.00 per hour

* Clackamas, Multnomah, & Washington

Portland Metro Area

\$12.00 per hour **Nonurban Counties** (Baker, Coos, Crook, Curry, Douglas, Gilliam, Grant,

Sherman, Umatilla, Union, Wallowa, Wheeler)

Harney, Jefferson, Klamath, Lake, Malheur, Morrow,

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, 2021 to June 30, 2022. The next minimum wage increase is on July 1, 2022.

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**

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 laws and protect you.

Email: help@boli.state.or.us Web: oregon.gov/boli Se habla español.

Call: 971-673-0761

OREGON BUREAU OF LABOR & INDUSTRIES

OREGON LAWS Protect You At Work

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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

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.

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.

The Act also permits polygraph testing, subject to restrictions, of certain employees of private firms who are reasonably suspected of involvement in a workplace incident (theft, embezzlement, etc.) that resulted in economic loss to the employer

local law or any collective bargaining agreement which is more restrictive with respect to lie detector tests. **EXAMINEE RIGHTS**

and length of the test. Examinees have a number of specific 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.

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

DEPARTMENT OF LABOR UNITED STATES OF AMERICA

WAGE AND **HOUR DIVISION** UNITED STATES **DEPARTMENT OF** LABOR

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



REV. 07/2016

EMPLOYEE RIGHTS UNDER

THE FAMILY AND MEDICAL LEAVE ACT THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

LEAVE ENTITLEMENTS

FED

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

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 26 weeks of FMLA leave in a single 12-month period to

perform the employee's job;

care for the servicemember with a serious injury or illness 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 schedule Employees 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 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 conditions. 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 to the FMLA. **ELIGIBILITY REQUIREMENTS** An employee who works for a covered employer must

Have worked for the employer for at least

The employee must:

DEPARTMENT

UNITED STATES

OF LABOR

OF AMERICA

1-866-4-USWAGE (1-866-487-9243) TTY: 1-877-889-5627 www.dol.gov/whd



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. **Shift Length Rest Breaks Meal Breaks**

2 hrs or less

2 hrs 1 min -

5 hrs 59 min

6 hrs

6 hrs 1 min

10 hrs

10 hrs 1 min

13 hrs 59 min

14 hrs

BREAKS & MEALS

- For each 8 hour work shift you get these breaks free from
- Two 10 minute paid rest breaks 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 reaches 18 months of age.
- If your shift is longer or shorter than 8 hours, refer to the chart here or visit $\underline{\text{oregon.gov/boli}}$ for more information.

OVERTIME & PAYCHECKS

14 hrs 1 min 18 hrs 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 quit with 48+ hours' notice, you must get your last naycheck 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 following 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: help@boli.state.or.us Web: oregon.gov/boli

OREGON BUREAU OF LABOR & INDUSTRIES

Protect You At Work

Call: 971-673-0761

21 OREGON LAWS

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3

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OR

Bureau of Labor & Industries **EQUAL PAY**

It's illegal for your employer to pay you less than someone else because of your gender, race, veteran status,

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

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)

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,

Call: 971-673-0761 Email: help@boli.state.or.us Web: oregon.gov/boli give us a call. The Bureau of Se habla español. Labor and Industries is here to enforce these laws and protect you.

OREGON BUREAU OF LABOR & INDUSTRIES

21 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.

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Require an employee to take family leave or any other leave, if the employer can make reasonable To request an accommodation or to discuss concerns or questions about this notice, please contact any one of our

Require an applicant or an employee to accept an accommodation that is unnecessary.

in the human resources department. [Provide multiple ways for employees to supervisors or reach out with requests or concerns.] Alternate format available on request

REV. 09/2019

course of employment. **PROHIBITIONS**

Federal, State and local governments are not affected

by the law. Also, the law does not apply to tests given by

The law does not preempt any provision of any State or

Where polygraph tests are permitted, they are subject to numerous strict standards concerning the conduct

ENFORCEMENT The Secretary of Labor may bring court actions to

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

www.dol.gov/whd

Have at least 1,250 hours of service in the 12

Generally, employees must give 30-days' advance notice

months before taking leave;* and Work at a location where the employer has at least 50 employees within 75 miles of the employee's worksite. *Special "hours of service" requirements apply to airline

of the need for FMLA leave. If it is not possible to give 30-days' notice, an employee must notify the employer as soon as possible and, generally, follow the employer's usual procedures. 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. Sufficient information could include informing an

flight crew employees.

REOUESTING LEAVE

reason for which FMLA leave was previously taken or Employers can require a certification or periodic recertification supporting the need for leave. If the employer determines that the certification is incomplete, it must provide a written notice indicating

perform his or her job functions, that a family member

continuing medical treatment is necessary. Employees

must inform the employer if the need for leave is for a

cannot perform daily activities, or that hospitalization or

EMPLOYER RESPONSIBILITIES Once an employer becomes aware that an employee's

what additional information is required.

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

Department of Labor, Wage and Hour Division, or may

bring a private lawsuit against an employer. The FMLA does not affect any federal or state law meet three criteria in order to be eligible for FMLA leave. prohibiting discrimination or supersede any state or local law or collective bargaining agreement that provides greater family or medical leave rights. For additional information or to file a complaint:

Employees may file a complaint with the U.S.

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

REV. 04/2016

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. Your employer must give you sick time. You get at least 1 hour of protected sick time for every 30 hours you work up

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 OREGON BUREAU OF LABOR & INDUSTRIES **Call:** 971-673-0761 following the law or Email: help@boli.state.or.us something feels wrong, give Web: oregon.gov/boli **us a call.** The Bureau of Labor Se habla español.

21 OREGON LAWS **22** Protect You At Work

and Industries is here to enforce these laws and protect you.

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.

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.

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.

It can also include conduct that is not sexual but is gender-related. Sexual harassment can be targeted toward

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

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 You can't be fired, suspended, retaliated or discriminated against in any way because you are a victim. **CONTACT US**

something feels wrong, give us a call. The Bureau of Labor and Industries is here to enforce these laws and protect you.

If your employer isn't

following the law or

SEXUAL HARASSMENT

Call: 971-673-0761 Email: help@boli.state.or.us Web: oregon.gov/boli Se habla español.

OREGON BUREAU OF LABOR & INDUSTRIES OREGON LAWS Protect You At Work

OR

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

You can take up to a total of 12 weeks of time off per year for any of these reasons. Parental leave for either parent to take time off for

the birth, adoption, or foster placement of a child. If you

use all 12 weeks, you can take

up to 12 more weeks for sick

Serious health condition

of your own, or to care for a

child leave.

CONTACT US

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 laws and

family member.

family leave is coming to Oregon 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. Your employer must have at least 25 employees. » Pregnancy disability leave before or after birth of child or for prenatal care. You can take up to 12 weeks of this in addition to 12 weeks for any

to 14 days if your spouse is

a service member who has

been called to active duty or is

Bureau of Labor & Industries

Sick child leave for your child with an illness, injury or condition that requires home care but is not serious, or to care for a child whose school or place of care is closed because of a public health Military family leave (up emergency.

OREGON BUREAU OF LABOR & INDUSTRIES

OREGON LAWS

Protect You At Work

Bereavement leave for up to

2 weeks after the death of a

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.

Call: 971-673-0761

Se habla español.

Email: help@boli.state.or.us

Web: oregon.gov/boli

reason listed here

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 on how to claim unemployment benefits. THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY. IT DOES NOT FULFILL THIS STATE'S

> **UNEMPLOYMENT INSURANCE POSTING REQUIREMENT.** JULY2021

FED

OREGON

Title II of the Genetic Information Nondiscrimination Act of 2008 protects

training, classification, referral, and other aspects of employment. GINA also

disclosure of genetic information. Genetic information includes information

about genetic tests of applicants, employees, or their family members; the

All of these Federal laws prohibit covered entities from retaliating against a

person who files a charge of discrimination, participates in a discrimination

WHAT TO DO IF YOU BELIEVE DISCRIMINATION HAS OCCURRED

There are strict time limits for filing charges of employment discrimination.

To preserve the ability of EEOC to act on your behalf and to protect your

right to file a private lawsuit, should you ultimately need to, you should

1-800-669-4000 (toll-free) or 1-800-669-6820 (toll-free TTY number for

individuals with hearing impairments). EEOC field office information is

available at www.eeoc.gov or in most telephone directories in the U.S.

Government or Federal Government section. Additional information

about EEOC, including information about charge filing, is available at

contact EEOC promptly when discrimination is suspected:

The U.S. Equal Employment Opportunity Commission (EEOC),

manifestation of diseases or disorders in family members (family medical

history); and requests for or receipt of genetic services by applicants,

proceeding, or otherwise opposes an unlawful employment practice.

employees, or their family members.

RETALIATION

restricts employers' acquisition of genetic information and strictly limits

applicants and employees from discrimination based on genetic

information in hiring, promotion, discharge, pay, fringe benefits, job

Equal Employment Opportunity is THE LAW Private Employers, State and Local Governments, Educational Institutions,

Employment Agencies and Labor Organizations Applicants to and employees of most private employers, state and local governments, educational institutions, employment agencies and labor

organizations are protected under Federal law from discrimination on the following bases:

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN Title VII of the Civil Rights Act of 1964, as amended, protects applicants and employees from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment, on the basis of race, color, religion, sex (including pregnancy), or national origin. Religious discrimination includes failing to reasonably accommodate an employee's religious practices where the accommodation does not impose undue hardship.

DISABILITY Title I and Title V of the Americans with Disabilities Act of 1990, as amended, protect qualified individuals from discrimination on the basis of disability in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. 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.

The Age Discrimination in Employment Act of 1967, as amended, protects applicants and employees 40 years of age or older from discrimination based on age in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment.

SEX (WAGES)

In addition to sex discrimination prohibited by Title VII of the Civil Rights Act, as amended, the Equal Pay Act of 1963, as amended, prohibits sex discrimination in the payment of wages to women and men performing substantially equal work, in jobs that require equal skill, effort, and responsibility, under similar working conditions, in the same establishment.

Applicants to and employees of companies with a Federal government

Executive Order 11246, as amended, prohibits job discrimination on the

action to ensure equality of opportunity in all aspects of employment.

Section 503 of the Rehabilitation Act of 1973, as amended, protects

promotion, discharge, pay, fringe benefits, job training, classification,

referral, and other aspects of employment. Disability discrimination

includes not making reasonable accommodation to the known physical

requires that Federal contractors take affirmative action to employ and

In addition to the protections of Title VII of the Civil Rights Act of 1964, as

discrimination on the basis of race, color or national origin in programs or

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

EEOC 9/02 and OFCCP 8/08 Versions Useable With 11/09 Supplement

activities receiving Federal financial assistance. Employment discrimination

amended, Title VI of the Civil Rights Act of 1964, as amended, prohibits

or mental limitations of an otherwise qualified individual with a disability

who is an applicant or employee, barring undue hardship. Section 503 also

basis of race, color, religion, sex or national origin, and requires affirmative

qualified individuals from discrimination on the basis of disability in hiring,

contract or subcontract are protected under Federal law from

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN

discrimination on the following bases:

INDIVIDUALS WITH DISABILITIES

employment, including the executive level.

RACE, COLOR, NATIONAL ORIGIN, SEX

which receive Federal financial assistance.

Employers Holding Federal Contracts or Subcontracts

DISABLED, RECENTLY SEPARATED, OTHER PROTECTED, AND

discrimination under these Federal laws.

Government, Department of Labor.

INDIVIDUALS WITH DISABILITIES

ARMED FORCES SERVICE MEDAL VETERANS The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, prohibits job discrimination and requires affirmative action to employ and advance in employment disabled veterans, recently separated veterans (within three years of discharge or release from active duty), other protected veterans (veterans who served during a war or in a campaign or expedition for which a campaign badge has been authorized), and Armed Forces service medal veterans (veterans who, while on active duty, participated in a U.S. military operation for which

Programs or Activities Receiving Federal Financial Assistance

an Armed Forces service medal was awarded). **RETALIATION** Retaliation is prohibited against a person who files a complaint of discrimination, participates in an OFCCP proceeding, or otherwise opposes

Any person who believes a contractor has violated its nondiscrimination or

affirmative action obligations under the authorities above should contact

advance in employment qualified individuals with disabilities at all levels of immediately: 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) or (202) 693-1337 (TTY). OFCCP may also be contacted by e-mail at OFCCP-Public@dol.gov, or by calling an OFCCP regional or district office, listed in most telephone directories under U.S.

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

elect to continue your existing employer-based health plan coverage

for you and your dependents for up to 24 months while in the military.

service, you have the right to be reinstated in your employer's health

plan when you are reemployed, generally without any waiting periods

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

Even if you don't elect to continue coverage during your military

The U.S. Department of Labor, Veterans Employment and Training

For assistance in filing a complaint, or for any other information on

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

Service (VETS) is authorized to investigate and resolve complaints of

http://www.dol.gov/vets. An interactive online USERRA Advisor can be

immediately contact the Federal agency providing such assistance.

REV. 11/2009

FED

REEMPLOYMENT RIGHTS

to perform service in the uniformed service and:

services while with that particular employer;

EEOC-P/E-1

If you:

YOUR RIGHTS UNDER USERRA THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

USERRA protects the job rights of individuals who voluntarily or In addition, an employer may not retaliate against anyone assisting in the involuntarily leave employment positions to undertake military service enforcement of USERRA rights, including testifying or making a statement in connection with a proceeding under USERRA, even if that person has no or certain types of service in the National Disaster Medical System. USERRA also prohibits employers from discriminating against past service connection. and present members of the uniformed services, and applicants to the **HEALTH INSURANCE PROTECTION** uniformed services. • If you leave your job to perform military service, you have the right to

you ensure that your employer receives advance written or verbal notice of your service; you have five years or less of cumulative service in the uniformed

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

you return to work or apply for reemployment in a timely manner after conclusion of service; and you have not been separated from service with a disqualifying discharge or under other than honorable conditions.

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 service or, in some cases, a comparable job. RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION

the uniformed service; have applied for membership in the uniformed service; or then an employer may not deny you:

1-800-922-2689

FOR MORE INFORMATION, copies of the

Salem Central Office

Eugene

Medford.

Pendletor

Portland.

440-1507 (3/20/COM)

ONLINE

Oregon Safe Employment Act, specific safety

and health standards, advice or assistance, call:

TWO ways to verify poster compliance!

QR CODE Scan with phone camera:

Go to: JJKeller.com/LLPverify

Enter this code: 62890-072021

osha.oregon.gov

. 503-378-3272

541-388-6066

. 541-686-7562

. 541-776-6030

541-276-9175

. 503-229-5910

503-378-3274

Display this poster where all

your workers can see it!

Oregon Administrative Rule 437-001-275(2)(a).

are a past or present member of •

initial employment;

reemployment;

because of this status.

any benefit of employment retention in employment;

promotion; or

viewed at http://www.dol.gov/elaws/userra.htm 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 are obligated to serve in the uniformed service;

USERRA violations.

ENFORCEMENT

connected illnesses or injuries.

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. 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: http://www.dol.gov/vets/programs/userra/poster.htm. 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 where they customarily place notices for employees.

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

REV. 04/2017

Know your rights You have a

workplace

> You have the right to notify your employer or Oregon

right to a safe

and healthful

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 unhealthy conditions in your workplace. You or your representative

> You have the right to report a work-related injury or illness, without being retaliated against. > You can file a complaint with the Oregon Bureau of Labor and Industries within 90 days, or with federal OSHA within 30 days, of discrimination by your employer for making

under the Oregon Safe Employment Act.

safety and health complaints or for exercising your rights

Anyone who wants to register a complaint about the

may participate in the inspection.

administration of the Oregon Safe Employment Act can do so by contacting: **U.S. Department of Labor OSHA Region X 1111 Third Ave., Suite 715** Seattle, WA 98101-3212

206-553-5930 You have a right to see Oregon OSHA citations issued to your employer. Your employer must post the citations at 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 or records of your exposure to toxic and harmful 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.

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

standards, and its trained safety and health compliance

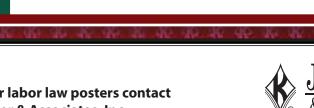
officers conduct job-site inspections to ensure compliance

with the Oregon Safe Employment Act. 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 available at no charge to Oregon businesses by calling any of the

This free poster is available from Oregon OSHA

— It's the law! —

To update your labor law posters contact J. J. Keller & Associates, Inc. JJKeller.com/laborlaw 800-327-6868



phone numbers listed.

62890

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