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

DISABLED, RECENTLY SEPARATED, OTHER PROTECTED, AND

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

Retaliation is prohibited against a person who files a complaint of

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

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

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

contact EEOC promptly when discrimination is suspected:

ARMED FORCES SERVICE MEDAL VETERANS

an Armed Forces service medal was awarded).

discrimination under these Federal laws.

RETALIATION

immediately:

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

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

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

Department may litigate and/or recommend criminal prosecution. Employers may be assessed civil money The law requires employers to display this poster where penalties for each willful or repeated violation of the minimum wage or overtime pay provisions of the law. Civil

& Associates, Inc.®

Since 1953

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 breast milk

DEPARTMENT OF LABOR UNITED STATES OF AMERICA

OR





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

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

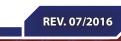
workers who file a complaint or participate in any

proceeding under the FLSA.

pay provisions.

ADDITIONAL INFORMATION

that results in the death or serious injury of any minor



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 **Portland Metro Area** * Clackamas, Multnomah, & Washington

\$12.00 per hour

(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, 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

If your employer isn't following Call: 971-673-0761 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.

OREGON BUREAU OF LABOR & INDUSTRIES OREGON LAWS

22 Protect You At Work

Rest Breaks

1

2

3

3

Meal Breaks

0

0

1

1

1

2

2

FED

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 employment.

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. Federal, State and local governments are not affected

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.

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

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

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**

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

THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE

DEPARTMENT OF LABOR UNITED STATES OF AMERICA

WAGE AND **HOUR DIVISION**

1-866-487-9243



REV. 07/2016

FED

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

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

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;

An eligible employee who is a covered servicemember's 26 weeks of FMLA leave in a single 12-month period to 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

or related to the FMLA. **ELIGIBILITY REQUIREMENTS** An employee who works for a covered employer must meet three criteria in order to be eligible for FMLA leave.

The employee must: Have worked for the employer for at least

DEPARTMENT

UNITED STATES

OF LABOR

OF AMERICA

OR

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

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

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**

Shift Length

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

14 hrs 1 min

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 Two 10 minute paid rest breaks
- One 30 minute unpaid meal break You also get reasonable breaks as needed to express milk
- 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

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 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 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.

 $\textbf{Email:} \, \underline{\text{help@boli.state.or.us}}$ Web: oregon.gov/boli

OREGON BUREAU OF LABOR & INDUSTRIES

21 OREGON LAWS 22 Protect You At Work

OR

EQUAL PAY

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.

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**

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.

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

If your employer isn't following

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

OREGON BUREAU OF LABOR & INDUSTRIES

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

OR

Workplace Accommodations Notice

religion, color, sex, age, national origin, disability, veteran status, sexual orientation, gender identity, gender expression or

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

Take an adverse employment action, discriminate or retaliate because the applicant or employee has inquired about, requested or used a reasonable accommodation.

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 in the human resources department. [Provide multiple ways for employees to supervisors or

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

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REV. 09/2019

EMPLOYEE RIGHTS

The Act also permits polygraph testing, subject to

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

EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT.

UNITED STATES **DEPARTMENT OF** LABOR

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

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

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

flight crew employees. **REOUESTING LEAVE** Generally, employees must give 30-days' advance notice

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 perform his or her job functions, that a family member cannot perform daily activities, or that hospitalization or continuing medical treatment is necessary. Employees must inform the employer if the need for leave is for a

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 what additional information is required.

reason for which FMLA leave was previously taken or

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

ENFORCEMENT Employees may file a complaint with the U.S. 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 prohibiting discrimination or supersede any state or local law or collective bargaining agreement that provides greater family or medical leave rights.

be designated as FMLA leave.

REV. 04/2016

Bureau of Labor & Industries

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

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

CONTACT US If your employer isn't

OR

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.

know how much sick time you have earned.

someone of the same or different sex or gender.

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

Call: 971-673-0761

22 Protect You At Work

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**

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

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.

You can also take protected leave to find legal or law enforcement assistance, get medical treatment for injuries or

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

CONTACT US Call: 971-673-0761 **OREGON BUREAU OF LABOR & INDUSTRIES** If your employer isn't 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

mental health support, move or change your living situation, and more

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

OR

these laws and protect you.

child leave.

family member.

Labor and Industries is here

to enforce these laws and

protect you.

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.

You can take up to a total of 12 weeks of time off per year for any of these reasons. > Parental leave for either » 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 placement of a child. If you take up to 12 weeks of this in use all 12 weeks, you can take

addition to 12 weeks for any up to 12 more weeks for sick reason listed here Military family leave up Serious health condition to 14 days if your spouse is of your own, or to care for a a service member who has

because of a public health emergency. family member

» 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

CONTACT US If your employer isn't Call: 971-673-0761 **OREGON BUREAU OF LABOR & INDUSTRIES** following the law or Email: help@boli.state.or.us **21 OREGON LAWS** somethina feels wrona. Web: oregon.gov/boli give us a call. The Bureau of Se habla español. **22** Protect You At Work

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.**

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.**

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

JAN2022 This poster is in compliance with federal and state posting requirements.

FED

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. **Employers Holding Federal Contracts or Subcontracts**

contract or subcontract are protected under Federal law from discrimination on the following bases: RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN Executive Order 11246, as amended, prohibits job discrimination on the

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

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

Applicants to and employees of companies with a Federal government

INDIVIDUALS WITH DISABILITIES Section 503 of the Rehabilitation Act of 1973, as amended, protects 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. 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.

which receive Federal financial assistance.

EEOC-P/E-1

FED

If you:

uniformed services.

REEMPLOYMENT RIGHTS

then an employer may not deny you:

because of this status.

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. Government, Department of Labor.

Programs or Activities Receiving Federal Financial Assistance RACE, COLOR, NATIONAL ORIGIN, SEX **INDIVIDUALS WITH DISABILITIES** 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

Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of disability in any program discrimination on the basis of race, color or national origin in programs or or activity which receives Federal financial assistance. Discrimination is activities receiving Federal financial assistance. Employment discrimination prohibited in all aspects of employment against persons with disabilities is covered by Title VI if the primary objective of the financial assistance is who, with or without reasonable accommodation, can perform the provision of employment, or where employment discrimination causes essential functions of the job. or may cause discrimination in providing services under such programs.

If you believe you have been discriminated against in a program of any institution which receives Federal financial assistance, you should immediately contact the Federal agency providing such assistance.

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 or certain types of service in the National Disaster Medical System. USERRA also prohibits employers from discriminating against past

to perform service in the uniformed service and: you ensure that your employer receives advance written or verbal notice of your service;

and present members of the uniformed services, and applicants to the

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

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

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

services while with that particular employer; 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

are a past or present member of • the uniformed service; uniformed service; have applied for membership in the uniformed service; or

initial employment; reemployment; any benefit of employment retention in employment;

promotion; or

are obligated to serve in the

in connection with a proceeding under USERRA, even if that person has no service connection. **HEALTH INSURANCE PROTECTION** • If you leave your job to perform military service, you have the right to 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

ENFORCEMENT The U.S. Department of Labor, Veterans Employment and Training Service (VETS) is authorized to investigate and resolve complaints of **USERRA** violations.

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

may request that your case be referred to the Department of Justice or

connected illnesses or injuries.

USERRA, contact VETS at 1-866-4-USA-DOL or visit its website at http://www.dol.gov/vets. An interactive online USERRA Advisor can be viewed at http://www.dol.gov/elaws/userra.htm If you file a complaint with VETS and VETS is unable to resolve it, you

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

the Office of Special Counsel, as applicable, for representation.

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

REV. 11/2009

Know your rights You have a right to a safe

workplace You have the right to notify your employer or Oregon

> You have the right to request an Oregon OSHA

OSHA to keep your name confidential.

and healthful

OSHA about workplace hazards. You may ask Oregon

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

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 Employment Act. Anyone who wants to register a complaint about the

administration of the Oregon Safe Employment Act can

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

do so by contacting:

retaliation

Oregon OSHA

Department of

Consumer and

Business Services

. 541-776-6030

541-276-9175

. 503-229-5910

503-378-3274

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 a right to see Oregon OSHA citations issued to

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

> You have the right to copies of your medical records

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

Oregon OSHA has a staff of trained safety and health

professionals available to work with businesses in all

with the Oregon Safe Employment Act.

officers conduct job-site inspections to ensure compliance

industries to improve workplace safety and health. **Consultations and training opportunities are** available at no charge to Oregon businesses by calling any of the phone numbers listed. 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



* 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:

bit.ly/metroboundary

Nonurban Counties

CONTACT US

(and a private space that is not a bathroom to pump) until

Call: 971-673-0761

Bureau of Labor & Industries

Different pay may be allowed if there is system based on bona fide factors including one or more of the following:

is an equal opportunity employer and does not discriminate on the basis of race, any other classification protected by law. will make reasonable accommodations for known physical or mental disabilities of

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

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

LEAVE ENTITLEMENTS

adoption or foster care; To bond with a child (leave must be taken within 1

For qualifying exigencies related to the foreign deployment of a military member who is the employee's spouse, child, or parent.

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

For additional information or to file a complaint:

SICK TIME All Oregon workers get protected sick time.

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.

> **OREGON BUREAU OF LABOR & INDUSTRIES** 21 OREGON LAWS

Bureau of Labor & Industries SEXUAL HARASSMENT + DOMESTIC VIOLENCE PROTECTIONS

You have the right to a workplace free from harassment, discrimination, and sexual assault. Your employer must have

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

Se habla español. and Industries is here to enforce

1-800-922-2689 osha.oregon.gov File a complaint with Oregon

OSHA 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.

FOR MORE INFORMATION, copies of the Bereavement leave for up to been called to active duty or is 2 weeks after the death of a Oregon Safe Employment Act, specific safety on leave from active duty. and health standards, advice or assistance, call: Your employer must keep giving you the same health insurance benefits as when you are working. When you come **Salem Central Office** . 503-378-3272 back you must be returned to your former job or a similar position if your old job no longer exists. 541-388-6066 . 541-686-7562 Eugene

Medford.

Pendleton

Portland.

440-1507 (12/21/COM)

ONLINE

TWO ways to verify poster compliance!

QR CODE Scan with phone camera:

Go to: JJKeller.com/LLPverify

Enter this code: 62890-012022

Display this poster where all **NOTICE:** This state requires an employer to display a Workers' Compensation posting furnished by the employer's insurance your workers can see it! Oregon Administrative Rule 437-001-275(2)(a).