



Notice:
Agricultural
EMPLOYEES

MINIMUM WAGE
\$8.80
 per hour beginning January 1, 2012
 through December 31, 2012

**Your Rights Under Oregon's
 Minimum Wage Law
 and Child Labor Law**
SPECIAL EXEMPTIONS APPLY TO AGRICULTURAL WORKERS

*Oregon law requires the minimum wage rate to be adjusted annually for inflation by September 30 of each year for the following calendar year.

Minimum Wage Requirements: Employees of agricultural employers must be paid at least the minimum wage unless exempted.

Exemptions Agricultural employers are not required to pay minimum wage to the following:

- Members of the employer's immediate family.
- Local hand harvest or pruning workers who are paid on a piece rate basis and who worked fewer than 13 weeks in agriculture during the preceding calendar year.
- Workers under 16 years of age who are paid the same piece rate as workers over 16 years of age.
- Workers mainly engaged in the range production of livestock.
- Hand harvest and pruning workers who are paid on a piece rate basis and who worked for an employer who, during any quarter of the previous calendar year, did not use more than 500 piece-rate-work-days* of agricultural labor.

*Piece-rate-work-day means any day when an employee (except immediate family of the employer) performs any agricultural labor on a piece-rate basis for at least one hour.

Overtime Employees of agricultural employers are exempt from overtime.

Meals and Rest Periods

- Meal periods of not less than 30 minutes must be provided to non-exempt adult employees who work six or more hours in one work period. Ordinarily, employees are required to be relieved of all duties during the meal period. Under exceptional circumstances, however, the law allows an employee to perform duties during a meal period: When that happens, the employer must pay the employee for the whole meal period.
- Paid rest periods of at least 10 minutes for adults (15 minutes for minors) must be provided during each four-hour work period or major part of four hours worked. Certain employers are required to provide additional rest periods to employees to express milk for a child.

Meal and rest periods may not be waived or used to adjust working hours; however, meal and rest period provisions may be modified by the terms of a collective bargaining agreement. Agricultural employees who are exempt from minimum wage (see above) are also exempt from rest and meal periods.

Child Labor Minors under 18 years of age may work in non-hazardous farm jobs outside of school hours. Minors 14 to 18 years of age who operate power driven farm machinery or ride in or on machinery must obtain a certificate of training and the employer must obtain an employment certificate.

Enforcement The Bureau of Labor and Industries may take legal action to recover unpaid wages, penalties and costs. Employers may be assessed civil penalties of up to \$1,000 per violation for violations of these laws. The employer is prohibited from discriminating against employees or discharging employees who file complaints or take part in the Bureau's investigation.

Federal Laws When state and federal laws differ, the law providing more protection to employees or setting the higher standard applies.

Information

Call or Write:
 Bureau of Labor and Industries
 Wage and Hour Division
 800 NE Oregon Street #1045
 Portland, Oregon 97232-2180
 (971) 673-0761
 www.oregon.gov/boli

Salem.....(503) 378-3292
 Eugene.....(541) 686-7623
 TTY: 711

This is a summary of Oregon minimum wage and child labor laws which satisfies posting requirements. This is not a complete text of the laws.