



For Immediate Release

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**Lioness Holdings, LLC dba Tan Republic must pay \$200K in civil penalties for rest period and sick time violations**

*Wage and hour investigation uncovers more than 1,306 violations*

*[Note: The civil penalties for rest period and sick violations were incurred by Lioness Holdings, LLC dba Tan Republic. Tan Republic Franchising Company, LLC was not an offending party.]*

PORTLAND, OR—A local tanning franchise operating a Tan Republic store in Portland must pay more than \$200,000 for violations of rest period and sick leave requirements, the Bureau of Labor and Industries (BOLI) announced today.

The Final Order on Default stems from a wage and hour investigation of meal and rest period violations at the west Burnside location. During the course of a 31-day period between Oct. 1, 2016 and Oct. 31, 2016, wage compliance specialists determined that Tan Republic failed to provide 365 meal breaks to 40 employees as required under law. Tan Republic also failed to provide breaks for 44 employees 941 times during the same period.

The BOLI Final Order assesses civil penalties at \$150 per meal and rest period violation.

In addition, Tan Republic failed to satisfy posting requirements for Oregon's sick time or provide written notice of employees' accrued and unused sick time, in violation of both Oregon law and a compliance agreement signed in June 2016.

BOLI initiated an investigation after receiving multiple employee complaints against Lioness Holdings LLC, the now-defunct operator of Tan Republic store in west Burnside.

Under Oregon law, employers must provide one 30-minute unpaid meal break to anyone working a shift of six hours or more. Businesses must also provide two paid 10-minute rest breaks in an eight-hour shift and three such breaks in any shift longer than 10 hours.

Previous BOLI wage and hour investigations have helped Tan Republic employees secure unpaid wages. In addition, BOLI tapped its Wage Security Fund this year to assist Tan Republic workers after Lioness Holdings LLC, doing business as Tan Republic, ceased operations without satisfying its wage obligations.

Employees with additional wage and hour claims or complaints may contact the Wage and Hour Division at (971) 673-0844 or via email at [whdemail@boli.state.or.us](mailto:whdemail@boli.state.or.us). Under Oregon civil rights law, employers may not retaliate against employees for reporting wage violations.

Employers seeking compliance guidance may contact the agency's Technical Assistance for Employers hotline at (971) 673-0824. For more information about BOLI's effort to support employers and protect workers, please visit the agency's website at [oregon.gov/BOLI/Pages](http://oregon.gov/BOLI/Pages).

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