WAGE RATES
of at least 10 minutes for adults
must be kept by employers for at
(EITC or EIC), a benefit for working people with low to moderate income, particularly those
of not less than 30 minutes must be
must be kept by
must be established and
https://www.oregon.gov/DOR/programs/individuals/Pages/credits.aspx
" includes areas
Employers may not use tips as credit
Payroll records
Unless exempt, employees must be
https://www.irs.gov/credits-deductions/individuals/earned-income-tax-credit
Special rules
Employers may make deductions
Klamath, Lake, Malheur, Morrow, Sherman,
Multnomah, Polk, Tillamook, Wasco,
Washington, and Yamhill.
The rate for “Portland Metro” includes areas
located within the urban growth boundary of a
metropolitan service district.
The rate for “Nonurban Counties” applies to the
following counties: Baker, Coos, Crook, Curry,
Douglas, Gilliam, Grant, Harney, Jefferson,
Klamath, Lake, Malheur, Morrow, Sherman,
Umatilla, Union, Wallowa, and Wheeler.

Employer Location
Employers are required to pay their employees
at least the minimum wage rate in effect for the
region where the employer is located. Employees
who perform more than 50% of their work in a
pay period at the employer’s permanent fixed
business location in Oregon must be paid at least
the minimum wage rate for the region in which
the employer’s business is located. Employees
who make deliveries as a part of their job and
who start and end their workday at the employer’s
permanent fixed business location must be paid
at least the minimum wage rate for the region in
which the employer’s business is located. Employees
who do not perform more than 50% of
their work in a pay period at the employer’s
permanent fixed business location in Oregon must
be paid at least the minimum wage rate for the
region in which the employee performs work.

Regions
The “Standard” rate applies to the following
counties, with the exception of those areas located
within the urban growth boundary of a
metropolitan service district: Benton, Clackamas,
Clatsop, Columbia, Deschutes, Hood River,
Jackson, Josephine, Lane, Lincoln, Linn, Marion,
Multnomah, Polk, Tillamook, Wasco,
Washington, and Yamhill.

The rate for “Portland Metro” includes areas
located within the urban growth boundary of a
metropolitan service district.

The rate for “Nonurban Counties” applies to the
following counties: Baker, Coos, Crook, Curry,
Douglas, Gilliam, Grant, Harney, Jefferson,
Klamath, Lake, Malheur, Morrow, Sherman,
Umatilla, Union, Wallowa, and Wheeler.

An employer shall pay an employee no less than the minimum wage rate for the
region in which the employer is located. (See region descriptions below.)

Standard: $10.75 per hour
Portland Metro: $12.00 per hour
Nonurban Counties: $10.50 per hour

General Working Conditions
Overtime: Unless exempt, employees must be
paid time and one-half the regular rate of pay for
any time worked over 40 hours a week or, for
domestic workers residing in the home of the
employer, over 44 hours a week.
Tips: Employers may not use tips as credit
toward minimum wages owed to an employee.
Deductions: Employers may make deductions
from wages that are required by law; authorized
by a collective bargaining agreement; are for the
fair market value of meals and lodging provided
for the private benefit of the employee; are for the
employee’s benefit and are authorized in writing;
or on an item in which the employer is not the
ultimate recipient and the employee has
voluntarily signed an authorization. An itemized
statement of deductions made from wages must
be provided with each paycheck.
Time records must be kept by employers for at
least two years. Payroll records must be kept by
employers for at least three years.

Regular paydays must be established and
maintained. A pay period may not exceed 35
days.
Meal periods of not less than 30 minutes must be
provided to non-exempt 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
so long as they are paid. When that happens, the
employer must pay the employee for the entire
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. Under extraordinary
(circumstances, however, the law allows an
employee to perform duties during a meal period
so long as they are paid. When that happens, the
employer must pay the employee for the entire
meal period.

Penalties: Willful failure to
pay wages due to an employee
upon termination may be
penalized by continuation of the
employee’s wages up to a
maximum of 30 days.

Employees may be eligible for the Earned Income Tax Credit (EITC or EIC), a benefit for working people with low to moderate income, particularly those with children. EITC reduces the amount of tax owed and may provide a refund. Visit these websites for additional information on how to qualify:
Federal: https://www.irs.gov/credits-deductions/individuals/earned-income-tax-credit
Oregon: https://www.oregon.gov/DOR/programs/individuals/Pages/credits.aspx

For Additional Information
Contact the Bureau of Labor and Industries:
Online: www.oregon.gov/boli • Email: whdscreener@boli.state.or.us
Eugene 541-686-7623 Portland 971-673-0761 Salem 503-378-3292
Technical Assistance for Employers Program: 971-673-0824
TTY: 711

This is a summary of Oregon’s laws relating to minimum wage and working conditions. It is not a complete text of the law.

THIS INFORMATION MUST BE POSTED IN A CONSPICUOUS LOCATION