### Wages and Meal Periods

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.)

<table>
<thead>
<tr>
<th>Region</th>
<th>Minimum Wage Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Standard:</strong></td>
<td>$11.25 per hour</td>
</tr>
<tr>
<td><strong>Portland Metro:</strong></td>
<td>$12.50 per hour</td>
</tr>
<tr>
<td><strong>Nonurban Counties:</strong></td>
<td>$11.00 per hour</td>
</tr>
</tbody>
</table>

**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.


**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 employee performs work.

**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:**

- 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 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:**

- Final paychecks:
  - If an employee quits with 48 hours or more notice, wages are due in five days (excluding Saturdays, Sundays, and holidays). If an employee quits without at least 48 hours notice, wages are due on the last working day (excluding Saturdays, Sundays, and holidays) or on the next payday, whichever occurs first. (There are some exceptions. Contact the nearest Bureau of Labor and Industries office for information.)
  - Domestic Service Employment: Special rules apply to persons employed as domestic workers. Contact the Bureau of Labor and Industries for more information.

**For Additional Information**

Contact the Bureau of Labor and Industries:
- Online: [www.oregon.gov/boli](http://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


Oregon: [https://www.oregon.gov/DOR/programs/individuals/Pages/credits.aspx](https://www.oregon.gov/DOR/programs/individuals/Pages/credits.aspx)

**Paid rest periods:** at least the minimum wage rate.

**Final pay:** when an employee is discharged by an employer or the employee and employer mutually agree to the termination, the final paycheck is due no later than the end of the first business day after the discharge. If an employee quits with 48 hours or more notice, wages are due on the last working day (excluding Saturdays, Sundays, and holidays). If an employee quits without at least 48 hours notice, wages are due in five days (excluding Saturdays, Sundays, and holidays) or on the next payday, whichever occurs first. (There are some exceptions. Contact the nearest Bureau of Labor and Industries office for information.)

**Domestic Service Employment:** Special rules apply to persons employed as domestic workers. Contact the Bureau of Labor and Industries for more information.

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.