**Notice:** Agricultural EMPLOYEES

**Minimum Wage**

Employees of agricultural employers must be paid at least the minimum wage for the region in which the employer is located:

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.


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.

**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 16 years of age or under 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 employees who work six or more hours in one work period. Under certain exceptional circumstances an adult employee may receive less than 30 continuous minutes, relieved of all duties, however, the employer must pay for the entire 30 minutes. 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.

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 about how to qualify:

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

**For Additional Information**

Bureau of Labor and Industries
Wage and Hour Division
800 NE Oregon Street #1045
Portland, Oregon 97232-2180
(971) 673-0761
Online: www.oregon.gov/boli • Email: whdscreener@boli.state.or.us

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**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.**