



Employers: Know As You Grow

As your employee count goes up, so too will the number of employment laws that apply to your business. Keep this checklist as a reminder to avoid regulatory surprises.



For one or more employees:

- Regular paydays, final pay, minimum wage, overtime and working conditions requirements like rest and meal periods
- Reasonable safety accommodations for victims of domestic violence, harassment, sexual assault, stalking, or bias crimes
- Reasonable rest periods and a private space to express breast milk for parents of children up to 18 months old
- Paid Leave Oregon provides wage replacement benefits and job protected time for medical leave, family leave, and safe leave
- Protected sick leave



For six or more employees:

- Paid protected sick leave is required for employers with an establishment in Portland
- You must identify reasonable accommodations to allow an employee with a disability to perform the essential functions of their position
- Pregnancy accommodations for known limitations related to pregnancy, childbirth, or a related medical condition, such as lactation, unless the accommodation would cause an undue hardship
- You must reemploy a returning injured worker to a suitable available position



For 10 or more employees:

- You must have paid sick leave



For 21 or more employees:

- You must reinstate a returning injured worker to their former position



For 25 or more employees:

- Job protected leave under the Oregon Family Leave Act, including time for serious health conditions, bereavement and sick child leave
- Job protected time (up to 14 days) for the spouse or domestic partner of a service member who has been called to active duty or is on leave from active duty



For 50 or more employees:

- Job protected leave under the federal Family and Medical Leave Act, including time for serious health conditions and military caregiver leave