B U R E A U O F L A B O R A N D I N D U S T R I E S

Brad Avakian, Commissioner

Notice: Agricultural EMPLOYEES

MINIMUM WAGE

Standard:	**$9.75 per hour**
Portland Metro:	**$9.75 per hour**
Nonurban Counties:	**$9.50 per hour**

Your Rights Under Oregon's Minimum Wage Law and Child Labor Law

SPECIAL EXEMPTIONS APPLY TO AGRICULTURAL WORKERS

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.

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.

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. Certain employers are required to provide additional rest periods to employees to express milk for a child.

Meal and rest periods may not be waived or used to adjust working hours; however, meal and rest period provisions may be modified by the terms of a collective bargaining agreement. Agricultural employees who are exempt from minimum wage (see above) are also exempt from rest and meal periods.

Child Labor

Minors under 18 years of age may work in non-hazardous farm jobs outside of school hours. Minors 14 to 18 years of age who operate power driven farm machinery or ride in or on machinery must obtain a certificate of training and the employer must obtain an employment certificate. Employers must obtain a permit to employ minors under the age of 14.

Enforcement

The Bureau of Labor and Industries may take legal action to recover unpaid wages, penalties and costs. Employers may be assessed civil penalties of up to $1,000 per violation for violation of these laws. The employer is prohibited from discriminating against employees or discharging employees who file complaints or take part in the Bureau's investigation.

Federal Law

When state and federal laws differ, the law providing more protection to employees or setting the higher standard applies.

BOLI

For Additional Information

Bureau of Labor and Industries
Wage and Hour Division
800 NE Oregon Street #1045
Portland, Oregon 97232-2180
(971) 673-0761

Salem (503) 378-3292

Eugene (541) 686-7623

TTY: 711

Online: www.oregon.gov/boli • Email: whdscreener@boli.state.or.us

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.

THIS POSTER MUST BE DISPLAYED WHERE EMPLOYEES CAN EASILY SEE IT