



Rights of Workers

Labor Contractor Law

There are laws in Oregon which regulate the activities of construction, janitorial, and farm and forest labor contractors. Under these laws, contractors are required to:

1. Have a license and show it to persons with whom he or she contracts.
2. Give to each worker the contractor hires, recruits, solicits or supplies, a written agreement which describes the terms and conditions of employment. This form must be written in English and in any other language used to communicate with workers.
3. Give to each worker a written form which describes the rights of employees. This form must be in English and in any other language used to communicate with workers.
4. Post a notice in a conspicuous place which says the contractor has the required bond or deposit. This notice must state that if the contractor owes wages to a worker and does not pay, the worker may make a claim against the bond or deposit

Each worker has the right to take legal action against a contractor if that contractor violates certain laws regulating the contractor's activities. For information about your right to take legal action, call any office of the Bureau of Labor and Industries (see listing of offices on next page).

The Minimum Wage

Labor contractors are required to pay their employees (except certain agricultural hand harvest laborers and a few others) no less than the applicable minimum wage for all hours worked, regardless of the method used to compute wages. These laws do not apply to all workers. If you have questions, contact any office of the Bureau of Labor and Industries or visit www.oregon.gov/BOLI for more information.

Rest and Meal Periods

Most employees (including agricultural employees) in Oregon must receive rest breaks and meal periods. Employers must provide workers with a paid, uninterrupted 10-minute rest break for every four-hour segment or major portion thereof in the work period. Employers must provide employees with at least a 30-minute unpaid meal period when the work period is six hours or greater. There are some exceptions and special rules apply to minor employees. For more information, contact any office of the Bureau of Labor and Industries.

Wage Claims

If an employer owes wages to a worker and does not pay, the worker may file a claim for back wages. In order to file a claim, contact any office of the Bureau of Labor and Industries. It will be necessary to fill out a form and to provide other information about what you are owed.

Laws Prohibiting Discrimination

Oregon and federal civil rights laws forbid an employer or landlord to discriminate against a worker or tenant because of race, color, sex, national origin, or religion. An employer may not discriminate against a worker who has been injured on the job. Civil rights laws protect workers from additional kinds of discrimination and also give workers certain rights. For more information, call the Civil Rights Division of any office of the Oregon Bureau of Labor and Industries.

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On-the-Job Accidents

Your employer is required to maintain an insurance policy which covers on-the-job accidents. Your employer should post a notice which provides information about this insurance. The insurance company will pay the cost of medical treatment. It will also pay wages to the worker if he or she is unable to work because of the accident. The employer is required to have a form which is used to notify the insurance company of the accident. Get one of these forms from your employer, fill it out and return it to him or her. He or she will send it to the insurance company. If you do not have a form or cannot get one from your employer, call the **Workers Compensation Department** at 1-800-452-0288 to obtain one.

Field Sanitation & Housing

Labor contractors that employ workers must comply with the provisions of ORS 654.174 relating to field sanitation, including the provision of clean and sanitary toilet facilities; handwashing facilities with clean water, soap or other suitable cleansing agent, paper towels and a method for disposal of used towels and wash water; and clean, potable drinking water served in a sanitary manner. Labor contractors must keep conspicuously posted a notice describing these requirements and advising workers where complaints may be filed. The notice must be in the English language and in the language spoken by the majority of the employees.

Labor contractors that owns or control housing furnished to workers in connection with recruitment or employment must ensure that the housing substantially complies with any applicable law relating to the health, safety or habitability of the housing. Contact **Oregon OSHA** at 1-800-922-2689 with questions.

Federal Government Contracts

If you are working under a federal government contract, the contractor for whom you work must pay you no less than the applicable minimum wage, except when a higher rate has been established. The contractor must post a notice in a conspicuous place which gives the minimum wage or the higher wage if it has been established.

There are other rights for employees that work under federal contracts. For information, call the Federal Department of Labor. The telephone number is (503) 326-3057, or write: U.S. Department of Labor, Wage & Hour Division, 620 SW Main, Room 423, Portland OR 97205.

Unemployment Benefits

Oregon law provides benefits to persons who work, lose their jobs and are not able to find another one. These unemployed persons may receive payments from the State of Oregon for a limited amount of time while looking for a job. This law is complicated and is not detailed here. It is sufficient to say that some agricultural and forest workers have certain rights. If you are able to look for work, you may qualify for these benefits. Check with an office of the **Oregon Employment Department** at 1-800-237-3710.

Bureau of Labor and Industries

Eugene

1400 Executive Parkway, Suite 200
Eugene, OR 97401
(541) 686-7623
TTY: (541) 686-7847

Portland

800 NE Oregon St., #1045
Portland, OR 97232-2180
(971) 673-0761
TTY: (971) 673-0766

Salem

3865 Wolverine St. NE, Building E-1
Salem, OR 97305-1268
(503) 378-3292

Employee Signature

Date Received

Printed Name