



WORKER RIGHTS · OREGON

Know Your Rights in Oregon

What every hospitality worker should know, in plain language.
No legal jargon.

This guide is general information about Oregon employment law as of October 2026. It is not legal advice, and not a substitute for talking to a licensed attorney about your situation.

General information only — not legal advice.

As of October 2026 · Prepared by JYNX Recruiting · jynxrecruiting.com

Three Minimum Wages

Oregon pays three minimum wages at once, and yours depends on where you work, not where you live. It is also one of the strongest tipped-worker states in the country: no tip credit at all, full minimum wage from the employer, tips on top. And it is one of the strictest final-pay states: a fired worker is paid by the end of the next business day, and late final pay can turn into penalty wages measured in weeks.

- For July 1, 2026 to June 30, 2027: Portland metro \$16.80 an hour; standard \$15.55; nonurban counties \$14.55. Your rate follows where you work at least half your week.
- Rates adjust every July 1 with inflation: the standard rate is indexed, the metro rate is the standard plus \$1.25, and the nonurban rate is the standard minus \$1.00. The wage is the same for minors, and there is no training wage.

Tips: No Tip Credit, Full Stop

- There is NO TIP CREDIT in Oregon. In BOLI's words: "Tip credits are illegal in Oregon." Your employer must pay the full minimum wage before tips. Your tips are yours and cannot be counted against your hourly pay.
- An employer may require you to pool tips with other workers, but management and the house cannot share in the pool.

Your Paycheck

- Paydays may be no more than 35 days apart.
- If a paycheck is short by more than 5%, your employer must cure the underpayment within three business days once it is brought to their attention.

Final Pay: The Strictest Clock of the Wave

- **FIRE**D: all wages by the end of the **FIRST BUSINESS DAY** after termination (ORS 652.140).
- **QUIT WITH** at least 48 hours' notice: paid on your last day. **QUIT WITHOUT** notice: within 5 business days or the next payday, whichever comes first.
- Willfully late final pay becomes **PENALTY WAGES**: your daily wage keeps running for up to 30 days.

Overtime

- Time and a half after 40 hours in a week. Oregon has no general daily overtime.
- **MANUFACTURING** is the exception: in mills, factories, and similar establishments, daily overtime applies after 10 hours in a day, with no more than 13 hours in any 24, and a 55-hour weekly cap (60 with your written consent).

Meal and Rest Breaks

- A paid 10-minute rest break for every 4-hour segment worked (15 minutes for minors).
- Meal period: 30 minutes for shifts of 6 hours or more, scaling with shift length on BOLI's chart. It is unpaid only if you are relieved of ALL duties. If you work through it, it is paid.
- Servers may waive the meal period in defined circumstances. A waiver is your choice, not your employer's shortcut.

Paid Sick Time

- Accrue 1 hour per 30 hours worked, use up to 40 hours a year, usable after 90 days.
- PAID at employers with 10 or more employees (6 or more if the employer has a Portland location). At smaller employers the same time is job-protected but may be unpaid.
- Your employer must give you a written notice of your balance at least quarterly.

Paid Leave Oregon

- Oregon's paid family and medical leave program is LIVE: benefits have run since September 2023.
- In 2026, contributions are 1% of wages up to \$184,500: 60% from you, 40% from large employers (25 or more employees). Small employers may cover your share or not contribute the employer side.
- Benefits for benefit years beginning on or after June 28, 2026 run from \$70.51 to \$1,692.16 a week (OED figures). Up to 12 weeks a year, plus 2 more weeks for pregnancy-related conditions. Job protection after 90 days with your employer.

Predictive Scheduling: Hospitality Counts

- If your employer has 500 or more employees worldwide in retail, hospitality, or food service, you are owed: a good-faith estimate of your schedule at hire; schedules posted 14 days ahead; PREDICTABILITY PAY for later changes (an extra hour of pay for additions or changes over 30 minutes; half pay for hours lost); and 10 hours of rest between shifts. Work inside the rest window happens only with your consent, at time and a half (ORS 653.412–653.490).

Non-Competes

- A non-compete is enforceable only if EVERY condition in ORS 653.295 is met, including: written notice in the job offer at least two weeks before your first day (or a genuine promotion); a protectable employer interest; a copy of the signed agreement given to you within 30 days after you leave; a term of no more than 12 months; and your total pay above the state threshold, \$119,541 for 2026 (BOLI's table; the figure rises annually).
- An agreement that misses the conditions is simply void.

Pay Equity

- Oregon's Equal Pay Act bars employers from asking about, screening by, or setting pay from your salary history. After an offer, they may confirm history only with your written authorization. Asking what you HOPE to earn is allowed.
- Oregon does not require wage ranges in job postings (checked against BOLI's published duties).

If Something Goes Wrong

- Wage claims go to BOLI's Wage and Hour Division: 971-245-3844, BOLI_help@boli.oregon.gov. BOLI states a six-year window on wage and contract claims. The Wage Security Fund can pay up to \$10,000 of wages an employer cannot.
- Discrimination complaints go to BOLI's Civil Rights Division. File within FIVE YEARS for employment-discrimination claims under the main civil-rights statutes, and within ONE YEAR for other complaint types. The deadline depends on the claim. Do not assume. Do not wait.