



# Notice: Agricultural EMPLOYEES

**MINIMUM WAGE  
\$7.95**

**per hour beginning January 1, 2008  
through December 31, 2008**

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

**SPECIAL EXEMPTIONS APPLY TO AGRICULTURAL WORKERS**

\*Oregon law requires the minimum wage rate to be adjusted annually for inflation by September 30 of each year for the following calendar year.

### Minimum Wage

**Requirements:** Employees of agricultural employers must be paid at least the minimum wage unless exempted.

### 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 under 16 years of age 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.

### Overtime

Employees of agricultural employers are exempt from overtime.

### Meals and Rest Periods

- Meal periods of 30 minutes must be provided if the workday is six hours or longer. The employee must be relieved of all duty during this time. If the employee can't be relieved due to the nature or circumstances of the work, then the meal period must be paid. The scheduling of meal periods is flexible and depends on the length of the workday.
- 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.

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 file an employment certificate.

### Enforcement

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

### Federal Laws

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

### Information

#### Call or Write:

Bureau of Labor and Industries  
Wage and Hour Division  
800 NE Oregon Street #1045  
Portland, Oregon 97232-2180  
(971) 673-0761  
[www.oregon.gov/boli](http://www.oregon.gov/boli)

Salem ..... (503) 378-3292

Eugene ..... (541) 686-7623

Medford ..... (541) 776-6270

**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.**

\*Piece-rate-work-day means any day when an employee (except immediate family of the employer) does any agricultural labor on a piece rate basis for at least one hour.

**This information is available in an  
alternate format.**

**THIS POSTER MUST BE DISPLAYED WHERE EMPLOYEES CAN EASILY SEE IT**