



Oregon Bureau of Labor and Industries

November 18, 2025



EMPLOYEE RECORDS

652.750 Inspection of records by employee * * *

(2) Except as provided in subsection (7) of this section, within 45 days after receipt of an employee's request, an employer shall provide reasonable opportunity for the employee to inspect * * * time and pay records of the employee for the period required by the Fair Labor Standards Act, 29 U.S.C. 211(c), and accompanying regulations* * * *

(3) Upon termination of employment, the employer shall keep: * * *

(b) The terminated employee's time and pay records for not less than the period required by the Fair Labor Standards Act, 29 U.S.C. 211(c), and accompanying regulations* * * *



CHILD LABOR

653.307 Annual employment certificates * * *

(1) In accordance with the applicable provisions of ORS chapter 183, the Bureau of Labor and Industries shall adopt rules governing annual employment certificates required under this section. After September 9, 1995, the rules governing the total hours a minor can work may not be more restrictive than the requirements of the federal Fair Labor Standards Act (29 U.S.C. 201, et seq.), unless otherwise provided by Oregon law* * * *



DOMESTIC WORKERS

653.547 Definitions * * *

(1) As used in this section: * * *

(B) “Domestic worker” does not include: * * *

(ix) Individuals performing companionship services exempt from the provisions of the Fair Labor Standards Act of 1938 (29 U.S.C. 201 et seq.)

653.020 Excluded employees

ORS 653.010 to 653.261 do not apply to any of the following employees:

(14) An individual employed in domestic service employment in or about a family home to provide companionship services for individuals who, because of age or infirmity, are unable to care for themselves.



EXEMPT STATUS - OFLA

659A.162 * * *

(6) The Commissioner of the Bureau of Labor and Industries shall adopt rules governing when family leave may be taken intermittently or by working a reduced workweek. Rules adopted by the commissioner under this paragraph shall allow taking of family leave on an intermittent basis or by use of a reduced workweek to the extent permitted by federal law and to the extent that taking family leave on an intermittent basis or by use of a reduced workweek does not result in the loss of an eligible employee's exempt status under the federal Fair Labor Standards Act.



EXEMPT STATUS - Salary Threshold

653.010 Definitions for ORS 653.010 to 653.261

* * *

(9) “Salary” means no less than the wage set pursuant to ORS 653.025, multiplied by 2,080 hours per year, then divided by 12 months.

653.020 Excluded employees. ORS 653.010 to 653.261 do not apply to any of the following employees

* * *

- (3) An individual engaged in administrative, executive or professional work who:
- (a) Performs predominantly intellectual, managerial or creative tasks;
 - (b) Exercises discretion and independent judgment; and
 - (c) Earns a salary and is paid on a salary basis.

