



Bureau Overview

Josh Nasbe, Legislative Director
Oregon Bureau of Labor and Industries
January 21, 2025



Bureau Mission

Led by Commissioner Christina Stephenson, the Bureau of Labor and Industries protects workers' rights through enforcement of state labor laws, ensures access to housing and public accommodations free from discrimination for all Oregonians, and promotes the development of a highly skilled workforce through registered apprenticeship programs.



Bureau's Core Values

Protection for workers

BOLI ensures Oregon workers have access to their rights by investigating worker claims and complaints and enforcing state laws relating to wages, hours, terms and conditions of employment.

Equity in public spaces

BOLI enforces civil rights in public spaces and housing, defending Oregonians against discrimination, harassment, and retaliation based on their protected classes.

Empowerment through registered apprenticeship

BOLI advances employment opportunities and promotes the development of a highly skilled, competitive workforce in Oregon through registered apprenticeship programs.

Education and support for employers

BOLI helps employers navigate and comply with wage and hour and civil rights laws through support, education, and training.

Accountability with integrity

In cases where there is substantial evidence of unlawful practice, BOLI pursues justice through conciliation, corrective action, settlement, or taking the case to an administrative hearing.



2023-2025 Biennia

*Includes approx. \$6 million in grantmaking funds

General Fund	\$31,822,914*
Lottery Funds	\$297,187
Other Funds	\$18,527,853
Federal Funds	\$2,050,945
Total Funds	\$52,657,599*
FTE	145.05



Bureau of Labor and Industries Priority for the 2025 Legislative Session



BOLI's Budget Proposal

REQUEST	PURPOSE	STAFF INCREASE
Case Management Replacement	New system will help address backlog & improve efficiency.	5 New Positions
BOLI Base	Investment in key positions to address recruitment, retention, and workflow challenges, to keep BOLI afloat.	35 New Positions
Wage & Hour Division Sustainability	Collections, intake, and customer service positions to allow investigators to focus on case resolution.	17 New Positions
Civil Rights Division Sustainability	Additional intake staff, mediator, and investigators to keep up with the volume of complaints.	11 New Positions
Operations Sustainability	Investment in key positions to grow HR and IT capacity, ADA compliance, and more.	6 New Positions

Overall	Case Management; Employer Assistance Positions including EA Comms
CRD/WH D	Learning and Deveopment Specialists – Trainers!
CRD/WH D	Mediators
CO	Public Records



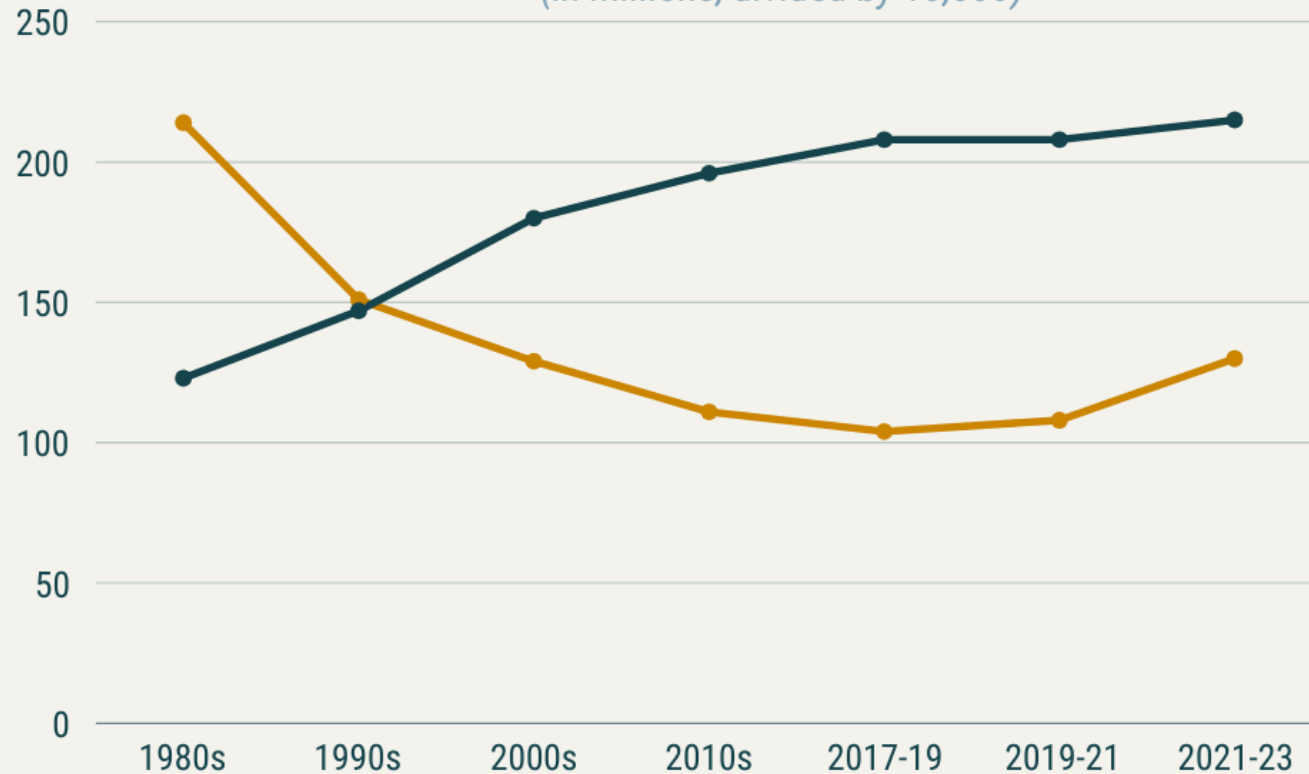
Investments in Agency Over Time

BOLI STAFF VERSUS WORKLOAD

• BOLI Employees

• Oregon Workers

(in millions, divided by 10,000)



Wage and Hour Division



Wage and Hour Division Mission

Ensure that workers are paid what they are owed, given the breaks they are entitled to, and create a level playing field so that good employers aren't at a disadvantage.



Overview of Wage and Hour Laws

- Minimum Wage and Overtime
- Manufacturing Overtime
- **Prevailing Wage Rates:**
 - Coverage Determinations
 - Setting of Rates
 - Enforcement of Rates
- **Oregon Sick Leave**
- **Child Labor**
- **Workplace Protections:**
 - Rest/Meal Periods
 - Expression of Breast Milk
- **Personnel Records/Recordkeeping**
- Predictive Scheduling Laws
- **Oregon Contractor Registration Act**



Wage Claim Process



Civil Rights Division



Civil Rights Division Mission

Ensure that Oregonians can live and work free of discrimination and harassment.

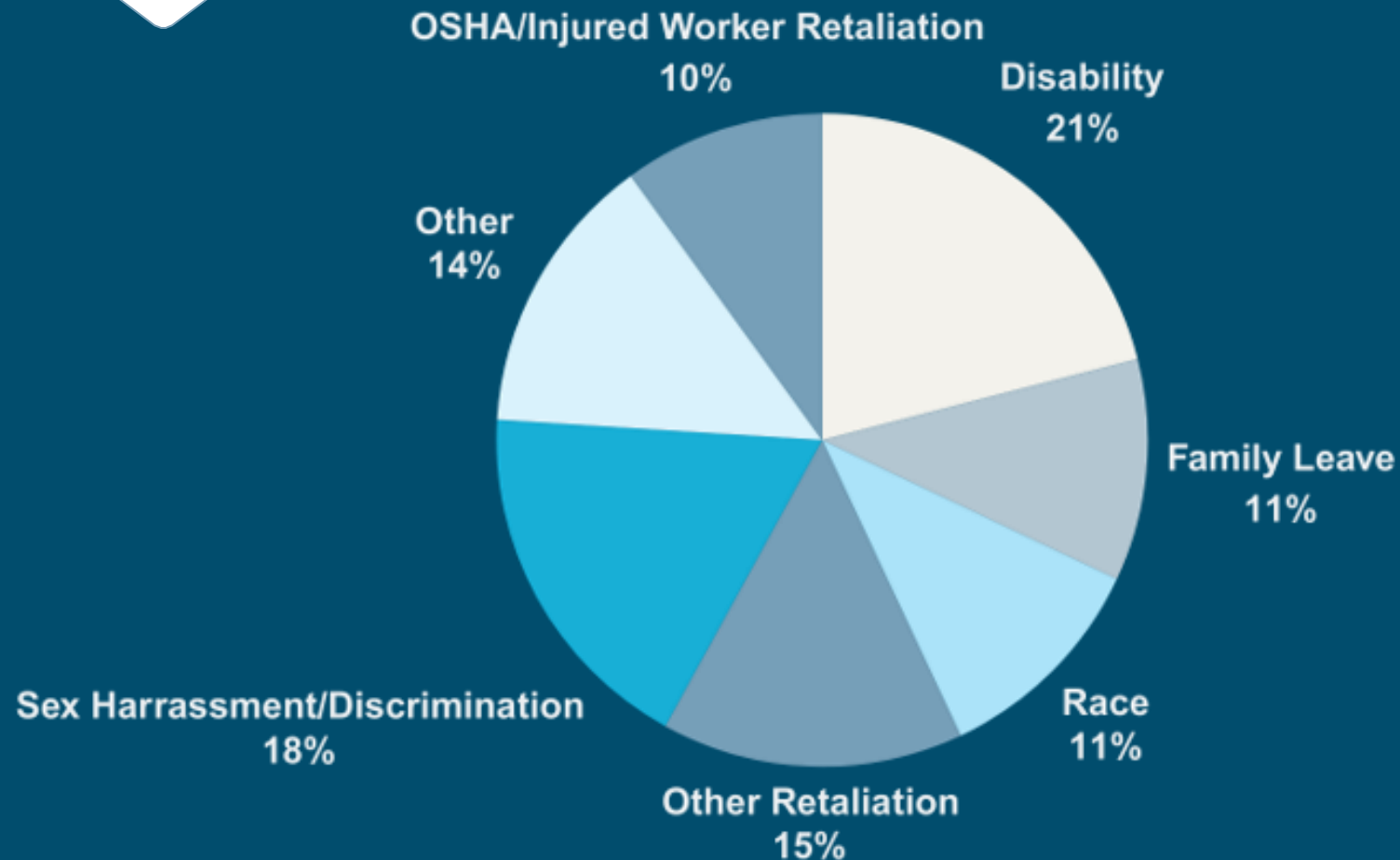


Overview of Civil Rights Laws

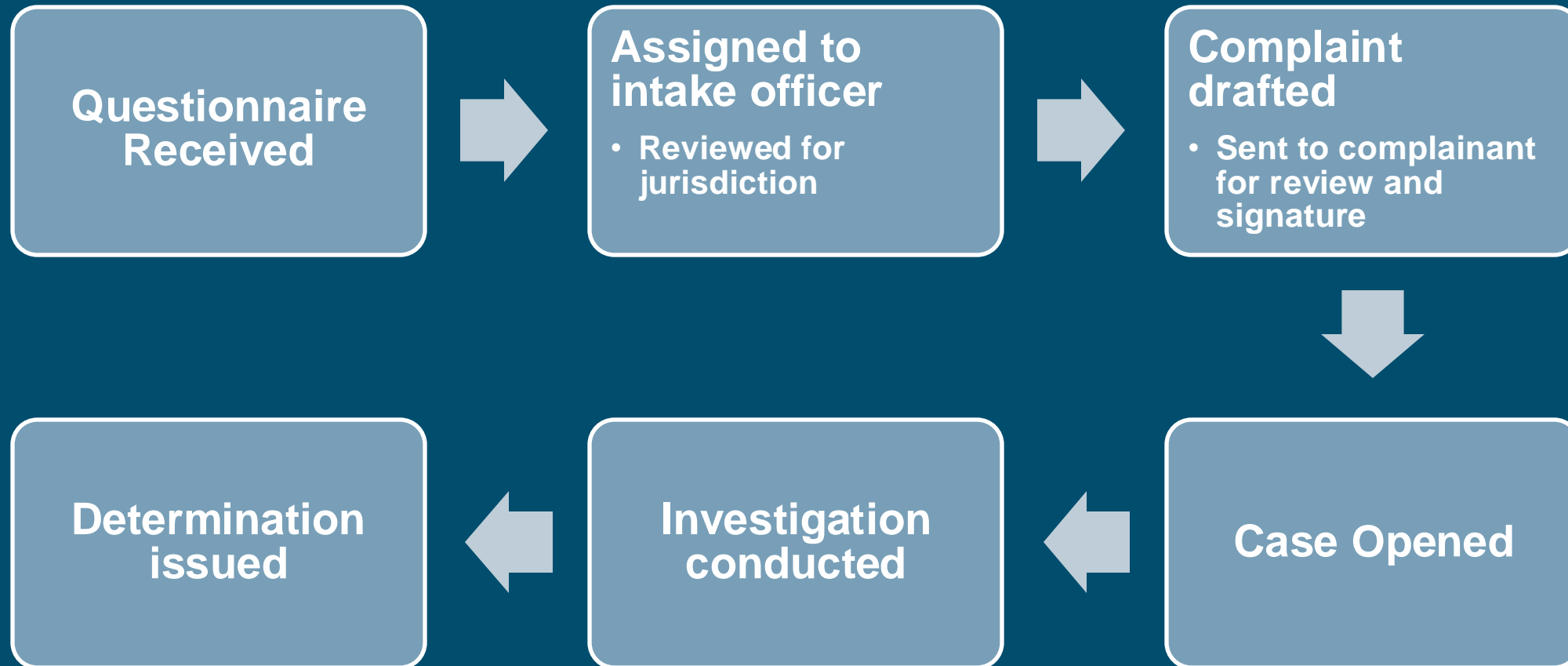
- Employment Discrimination
- Discrimination in Public Spaces
- Housing Discrimination
- Harassment
- Pay Equity
- Whistleblower Protections
- Leave of absence to donate bone marrow
- Service as appointed member of state board or commission
- Employee social media account privacy
- Restriction on criminal conviction inquiries (“Ban the Box”)
- Public accommodations – discriminatory notices
- Refusing to accept currency/coins
- Public accommodations – toilet facility access
- Public accommodations – closed captioning requirement
- Discrimination because of employment status



Types of Cases Filed with CRD (FY24)



Overview of Complaint Process



Apprenticeship and Training Division



Apprenticeship and Training Division Mission

To help build the workforce Oregon needs by
delivering highly-skilled workers
through registered apprenticeships



Oregon Registered Apprenticeship



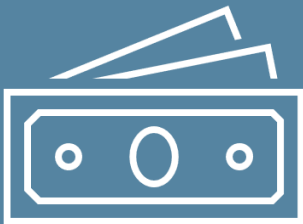
Paid On-the-Job-Training

- Defined work processes
- 2,000 hours



Related Training

- Certified curriculum
- 144 hours a year



Progressive Wage Scale



Registered Apprenticeship by the Numbers

288

Standards

117

Occupations

10,600+

Apprentices

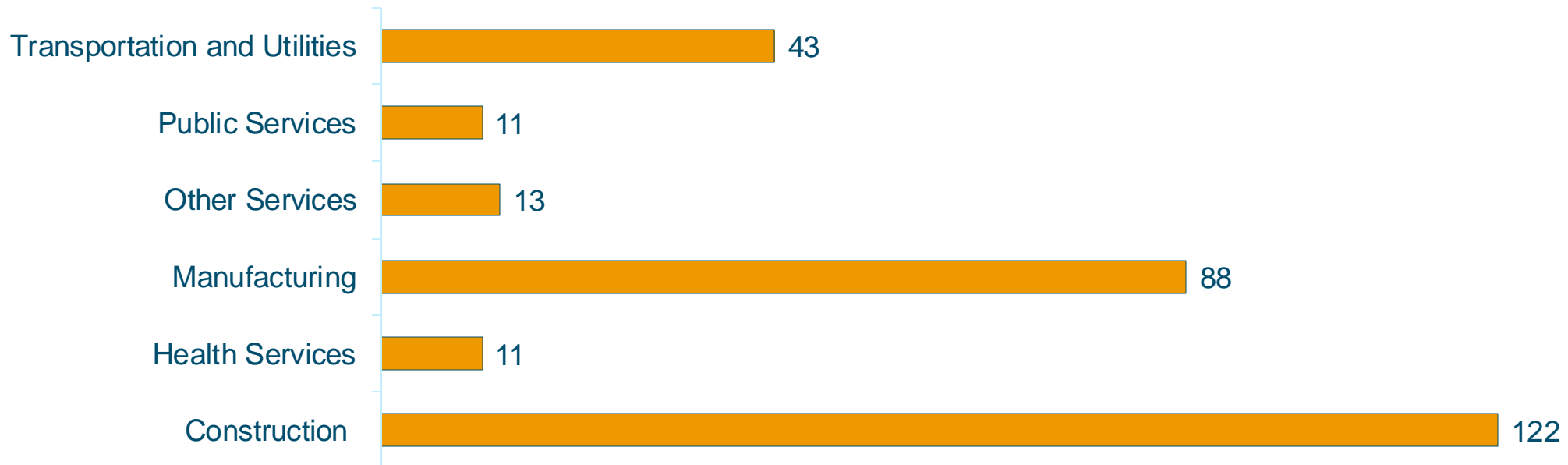
3,000+

Employers



Registered Apprenticeship Industries

Oregon's 288 Apprenticeship Standards by Industry



Administrative Prosecution Unit



Administrative Prosecution Unit

- ❑ Prosecutors present cases before BOLI Administrative Law Judges who make determinations and prepare Proposed Orders
- ❑ Assess civil penalties, liquidated damages, wages owed to workers, and damages awarded for mental and emotional distress



Employer Assistance

Helping Oregon businesses navigate employment law



Resourcing Oregon Employers


Direct Contact

Publications

Trainings



New: more Resources for Employers



For WorkersFor EmployersCivil RightsApprenticeshipAboutCareersRulemaking

For Employers

Hiring Your First Employees

EMPLOYEE RESOURCES

Guidance on specific employment topics

Trainings for employees

Required Worksite Posters

Purchase employment law handbooks

Prevailing Wage

Fact Sheets

PERMITS & LICENSES

Minor Workers

Labor contractor licensing

Construction Labor Contractors

Farm/Forest Labor Contractors

Property Services / Janitorial Labor Contractors

Certified Payroll Reports for Labor Contractors

PREPAID LEAVE ROADMAP

Prevailing Wage Rates

Occupational Definitions

Which prevailing wage rate applies to this project?

DWR Identifying Letters and Ineligible Contractors

Prevailing Wage Seminars

Work schedules and overtime on prevailing wage rate projects

Prevailing Wage Benefits

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Overtime

Student Learners

Coverage Determinations

Prevailing Wage Advisory Committee

PWR CCA Substitution Form

Disability accommodation toolkit

Noncompetition Agreements

Hiring Your First Employees

Inclement Weather

Respectful Workplace Policy

Workplace Issues

As your business grows, you'll probably need the extra capacity, energy and expertise that bringing on employees can provide.


On the flip side, employment is a responsibility that comes with legal obligations. A misstep here could result in a complaint or lawsuit around issues like discrimination, failure to provide leave or other required accommodations, unpaid wages and more.

Scroll through our checklist for helping you to safely navigate the road to becoming an Oregon employer.

- Read the Instructions.** Several state agencies (including BOLI) have contributed to the Secretary of State's [Oregon Employer's Guide](#). Here you'll find a checklist on topics like obtaining federal and state tax ID numbers, workers compensation insurance and how to file the withholding and unemployment taxes. Also covered are state and federal requirements for new hires like Form I-9 and reporting new hires to the Department of Justice.
- Get the paperwork.** Several state and federal laws require employers to provide employees with written notice of their rights. You never have to pay money to obtain required posters. Links to download each of the currently required workplace posters are available from our [Required Worksite Posters](#) page or you can opt for one of our low cost all-in-one posters.
- Set ground rules before you begin.** Oregon law requires all employers to have at least two policies:
 - The **time** is a clear policy to reduce and prevent harassment, discrimination, and sexual assault and provide notice to employees in the workplace and on other occasions. Information on the Workplace Fairness Act is available [here](#).
 - Employers also have a [discrimination policy](#) (also outlined by DR 1586-0002) as well as a [harassment policy](#).
 - The **second** is a **sick leave policy** that gives employees the right to earn and use protected time off to take care of themselves or their family. Check out our page on [Sick Time for details](#).
- Have a plan for the future.** There's a life cycle to employment relationship. Make sure you have a plan for each phase:
 - Legal risks.** [Employment discrimination in the hiring process.](#) It pays to give careful consideration to identifying the specific business needs that justify an employee hire. Consider if anticipated expectations around issues like performance measures, promotional opportunities, job competence, attendance requirements, compensation benefits, and any number of other items have the potential to make an employment relationship "transformed" in a hurry.
 - Payroll.** Wage and hour law required employers to establish a [regular schedule](#) to more than 35 days apart. It's best to determine in advance what happens when paydays fall on a holiday or the weekend.
 - Minimum wage, overtime and working conditions.** Almost a clear exception, most employees are entitled to [advance notice](#), [advance notice](#) and working conditions requirements like [paid leave](#) and [rest periods](#).Employer assistance publishes deeper dive handbooks [available here](#).
- Keep an eye on your headcount.** As your employee count goes up, so too will the number of employment laws that apply to your business. The following table highlights some of the primary requirements to keep on your radar:

Employees	Applicable Requirements
One or more	Requirements on regular paychecks, final pay, minimum wage, overtime and working conditions requirements like rest and meal periods generally apply to all employees.
One or more	Oregon anti-discrimination and harassment provisions prohibit employment decisions based on protected classes like age, race, religion and sex (including sexual orientation and gender).
One or more	Sexual assault, discrimination, for victims of domestic violence, harassment, sexual assault or stalking (effective January 1, 2021, see crimes).
One or more	Oregon employers must provide reasonable rest periods to express breast milk for a child up to 18 months of age. Employees must also make reasonable efforts to provide an appropriate location to express milk in private. That means a place other than a public restroom or toilet stall, close to the employee's workstation (concealed from view and without intrusion) (Employees with 10 or fewer employees may waive an undue hardship exception).
One or more	Paid leave Oregon provides wage replacement benefits and job protection time for medical leave, family leave and sick leave.
One or more	Protected ADA leave . The time is unpaid unless an employer has six or more employees anywhere in Oregon and a Portland establishment or 10 or more employees in the state.
Six or more	Paid protected sick leave is required for employees with an establishment in Portland and six or more employees.
Six or more	Disability Accommodation - employees have an obligation to engage in an interactive process to identify reasonable accommodations to allow an employee with a disability to perform the essential functions of their position. Check our accommodation tool to assist .
Six or more	Pregnancy accommodations for known limitations related to pregnancy, childbirth or a related medical condition, such as lactation, unless the accommodation would cause an undue hardship. Among other possibilities, reasonable accommodations could include: <ul style="list-style-type: none">Acquisition or modification of equipment or devices;More frequent or longer break periods or periods rest;Assistance with manual labor;A reasonable period of leave; or Modification of work schedules or job assignments.
Six or more	Workers Compensation law requires employers with six or more employees to employ a standing injured worker to a suitable available position.
10 or more	Paid protected sick leave . The time is unpaid unless an employer has 10 or more employees in the state six or more employees anywhere in Oregon (if the employer also has a Portland establishment).
21 or more	Workers Compensation law requires employers with 21 or more employees to maintain a standing injured worker in their former position.
25 or more	Job protected leave under the Oregon Family Leave Act including time for serious health conditions, bereavement and sick child leave.
25 or more + all public employees	Job protected time (up to 14 days) for the spouse or domestic partner of a service member who has been killed in military duty or has been Non active duty.
30 or more	Job protected leave under the federal Family and Medical Leave Act including time for serious health conditions and military caregiver leave.

- Add us to your (free!) Rolodex.** Employer assistance provides confidential assistance to employers — call 877-351-6100 or email at employerassistance@boli.org.



For WorkersFor EmployersCivil RightsApprenticeshipAboutCareersRulemaking

For Employers

Disability accommodation toolkit

EMPLOYER RESOURCES

Guidance on specific employment topics

Trainings for employees

Required Worksite Posters

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PREVAILING WAGE

Prevailing Wage Rates

Occupational Definitions

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Prevailing Wage Seminars

Work schedules and overtime on prevailing wage projects

Prevailing Wage Benefits

PAGE

Minimum Wage

Overtime

Get resources you need to make reasonable accommodations.

State and federal laws prohibit discrimination on the basis of disability at work and at places that do business with the public.

The law

Oregon law
[ORS 659A.103 - 659A.145](#) - All Oregon employers with 6+ employees are subject to Oregon's disability law.

Federal law
The Americans with Disabilities Act (ADA) - Applies to employers with 15+ employees. For text and guidance, visit [ada.gov](#) or call 800-514-0301 (voice); 1-833-610-1264 (TTY).

The toolkit

Oregon employers may use the following guidance and templates to help in providing reasonable accommodations to employees for disabilities that impact their ability to perform the essential functions of the job.

Note that these materials may be affected by changes to the applicable statute or regulations. In addition, BOLI may update these materials in response to new information, such as court decisions, or withdraw it in whole or in part at any time. If you need legal advice, please consult an attorney.

Sort

Accommodations Toolkit

Title and link

[Disability Resource List](#)

[Reassignment Guidelines](#)

[Sample Approval Letter](#)

[Sample Authorization to Release Information](#)

[Sample Cover Letter to Healthcare Provider](#)

[Sample Denial Letter](#)

[Sample Implementation procedure \(ADA\)](#)

[Sample Questionnaire to Healthcare Provider](#)

[Sample Reasonable Accommodation Request](#)

[Sample Service Animal Approval ADA Letter](#)

[Template on Pregnancy Discrimination - Spanish](#)



[Template on Pregnancy Discrimination Notice](#)

Showing 12 out of 12 items

Show100 per page

LEAVE LAW ROADMAP

Major changes take effect July 1



OREGON FAMILY LEAVE ACT (OFLA)

Oregon Family Leave Act (OFLA) provides unpaid but protected leave. Time off is administered by employers and enforced by the Bureau of Labor and Industries (BOLI). Beginning July 1, OFLA will only cover the following:

- Sick child leave** — to care for a child suffering from an injury, illness or condition requiring home care or to care for a child who requires home care due to school or childcare closures resulting from a public health emergency.
- Bereavement** — to deal with the death of a family member.
- Pregnancy disability** — relating to the employee's own pregnancy or childbirth.
- Child placement leave** - From July 1, 2024, through December 31, 2024, OFLA will also provide up to two additional weeks of leave to facilitate the legal processes required for placement of a foster child or adoption. (Paid Leave will incorporate this leave beginning 2025.)

OFLA leave is capped at 12 weeks for home care of the employee's child and bereavement. Bereavement leave is further limited to two weeks per family member with a maximum of four weeks in a given leave year. OFLA provides up to 12 additional weeks for pregnancy disability.

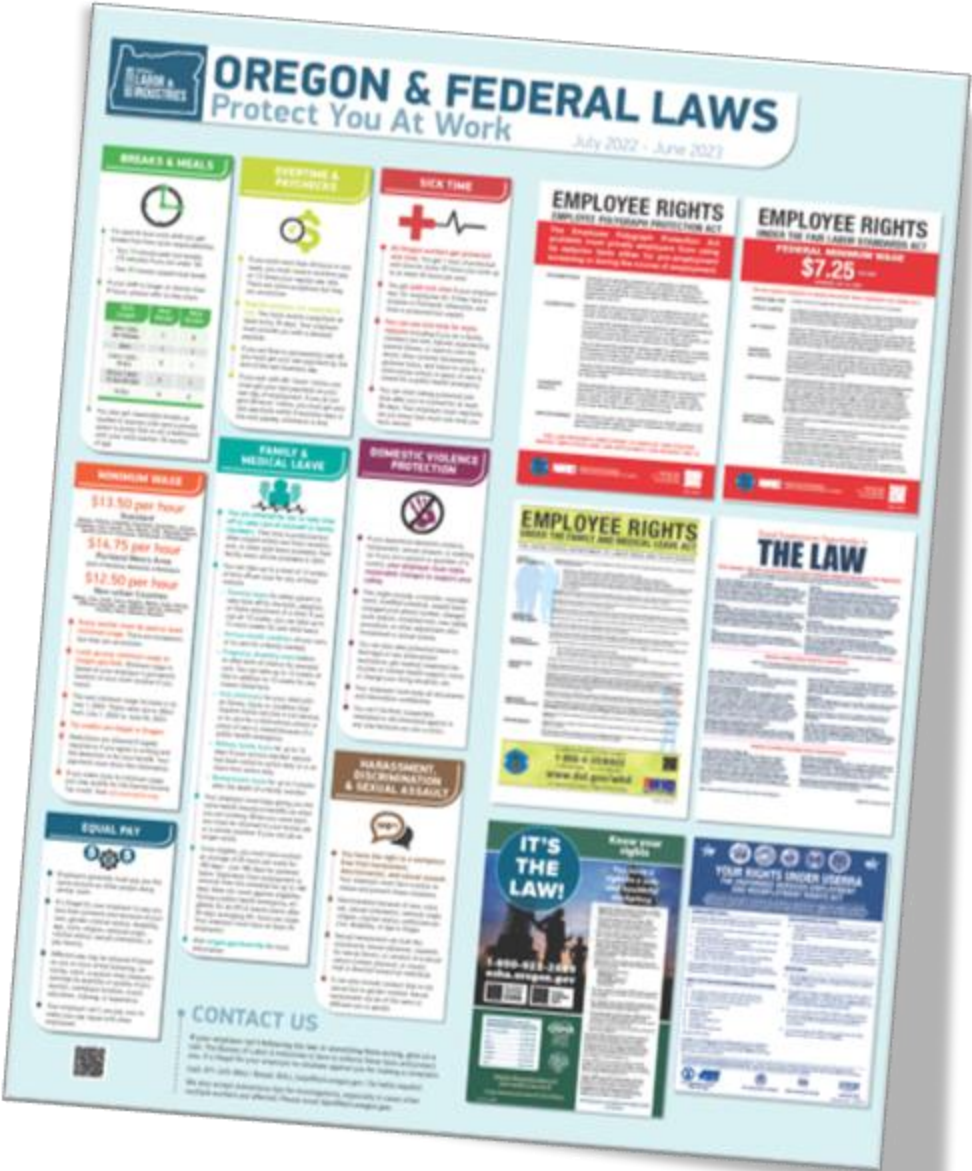
PAID LEAVE OREGON

Paid Leave Oregon is administered by the Oregon Employment Department (OED) and job protections are enforced by BOLI. Paid Leave Oregon generally provides 12 weeks of wage replacement benefits for:

- Medical Leave** — for the employee's own serious health condition
- Family Leave** — to bond with a child within the first year after birth or placement in your home through foster care or adoption, or to care for a family member with a serious health condition
- Safe Leave** — for survivors of sexual assault, domestic violence, harassment, bias crimes, or stalking

Note: Pregnancy leave and sick child leave (for a child with a serious health condition) may be covered by either OFLA or Paid Leave, but not at the same time — leave will be either OFLA or Paid Leave Oregon.

Publications



Direct Contact – Phone and Email



Public Seminars & Direct to Business Trainings

- Contracted events for direct to business training & consultation
- Annual employment law conference
- Free Ongoing Trainings for Oregon Businesses

January 2025						
SUN	MON	TUE	WED	THU	FRI	SAT
29	30	31	1	2	3	4
5	6 11:30am Agric...	7 1pm Docume...	8 10am Workpla...	9 10am Record...	10	11
12	13 10am Paid Le...	14 10am Leave Laws in Oregon (Tw...	15 10am Supervi...	16	17	18
19	20	21	22 Today 11:30am Agric...	23	24	25



LC 3874:

Employer Assistance & Alternative Dispute Resolution

- Prevent law violations by providing education, training and guidance to employers.
- Encourage culture of compliance and use of alternative dispute resolution by protecting employer communications with the Employer Assistance Unit and BOLI's mediators.



