

Oregon labor law checklist 2026

Minimum wage	\$15.55 an hour. \$15.55 standard; \$16.80 in the Portland metro area; \$14.55 in nonurban counties (since July 1, 2026).
Tipped cash wage	\$15.55 (no tip credit)
Next change	Inflation adjustment for all three regions on July 1, 2027
Local rates	Rates are set by region: Portland metro, standard counties, and nonurban counties.
Overtime	Overtime after 40 hours in a week. Manufacturing establishments also owe overtime after 10 hours in a day, and some industries have their own daily limits.
Exempt salary test	Federal \$684 a week (\$35,568 a year).
Meal breaks	A 30-minute unpaid meal period for work periods of 6 hours or more, timed according to shift length.
Rest breaks	A paid 10-minute rest break for every 4 hours worked or major part of 4 hours, separate from the meal period.
Final pay if fired	By the end of the first business day after termination.
Final pay if they quit	On the last day if the employee gave 48 hours' notice; otherwise within 5 business days or by the next regular payday, whichever comes first.
Unused PTO	Not required by state law. Follow your written policy or contract, and apply it consistently.
Paid sick leave	Oregon Sick Time: 1 hour for every 30 hours worked, up to 40 hours a year. Employers with 10 or more employees (6 or more in Portland) must pay for it.
Paid family leave	Paid Leave Oregon: up to 12 weeks of paid family, medical, or safe leave (up to 14 for pregnancy-related needs), funded by contributions from employers with 25 or more employees and from employees.
Pay transparency	No statewide pay transparency law requiring pay ranges in job postings. Oregon does ban salary history questions.
New hire reporting	Report each new hire within 20 days of the hire date, the federal deadline.
State income tax	Withhold state income tax.
State agency	Oregon Bureau of Labor and Industries (BOLI): https://www.oregon.gov/boli

What trips up Oregon employers

- ☐ Minimum wage depends on the county where the employee works: Portland metro, standard, or nonurban.
- ☐ Large retail, hospitality, and food service employers must post schedules 14 days in advance.
- ☐ No tip credit is allowed.
- ☐ Final pay for terminated employees is due by the end of the next business day.
- ☐ Check the minimum wage on January 1 and July 1, and update payroll and posters.
- ☐ Confirm final pay timing before every termination meeting.

All 50 states and DC, comparison tables, and a free CSV: hrtally.com/state-labor-laws

Compare HR and payroll software for multi-state employers at www.hrtally.com