

BREAKS & MEALS + OVERTIME & PAYCHECKS

Your employer is required to give you breaks free from all work duties. There are specific rules about overtime pay and paychecks.

BREAKS & MEALS

- ▶ You get a paid 10-minute rest break free from all duties (15 minutes if you are under 18) for each four-hour block of the workday (plus a break for any remainder more than two hours). OR-OSHA requires additional breaks for working in high heat.
- ▶ You get a 30-minute unpaid meal break free from all duties (generally during the two hours after your third hour of work, but exceptions apply to hospitals) for a work period of at least six hours.
- ▶ This chart provides the details, or you may visit oregon.gov/boli/workers/Pages/meals-and-breaks.aspx
- ▶ You also get reasonable breaks as needed to express milk (and a private space that is not a bathroom to pump) until your child reaches 18 months of age.

Shift Length	Rest Breaks	Meal Breaks
2 hrs or less	0	0
2 hrs 1 min - 5 hrs 59 min	1	0
6 hrs	1	1
6 hrs 1 min - 10 hrs	2	1
10 hrs 1 min - 13 hrs 59 min	3	1
14 hrs	3	2
14 hrs 1 min - 18 hrs	4	2

OVERTIME & PAYCHECKS

- ▶ **You must receive overtime pay at 1.5 times your regular pay rate for hours you work over 40 in a workweek.** Exceptions are limited.
- ▶ **You may earn daily overtime in some industries, including manufacturing establishments and seafood processing.** Special overtime rules also apply to certain work contracted for by government agencies, public works projects, canneries and some hospital employees.
- ▶ **Regular paydays are required by law.** You must receive a paycheck at least every 35 days. Your employer must provide you with a detailed paystub.
- ▶ **If you are fired** or laid off, you must get your last paycheck by the end of the next business day, with limited exceptions.
- ▶ **If you quit** with at least 48 hours' notice, you must get your last paycheck on your last day of employment. If you do not give 48 hours' notice, you must get your last paycheck within 5 business days or the next payday, whichever is first.
- ▶ Different laws related to overtime and paychecks apply to agricultural employers. See BOLI's "Agricultural Workers" notice.

CONTACT US

If your employer isn't following the law or something feels wrong, give us a call. The Bureau of Labor and Industries is here to enforce these laws and protect you.

Call: 971-245-3844

Email: BOLI_help@boli.oregon.gov

Web: oregon.gov/boli

Se habla español.



OREGON LAWS

Protect You At Work

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