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C. Woods

Made by

# Resources for reporting violations:

BOLI  
(Oregon bureau of labor and industries)  
(971)673-0761

They help with wage and hour violations, discrimination, harassment, retaliation for whistleblowing

## THE WORKING CLASS EMPOWER



Full time  
part time  
Temporary  
Employees are covered under oregon's labor laws

## Disabled workers

**EEOC**  
(Equal employment opportunity commission)  
(800)669-4000

They are responsible for enforcing the ADA as it applies to employment

Tips if you're being affected by labor law violations:  
Know common wage violations  
Document everything  
Join a union  
Stay informed

Different types of wage theft

- 5. The illegal deductions (e.g., charging employees, wear uniforms or other costs that should be covered by the business.
- 6. Forcing off the clock work.
- 7. Tip theft (employers cannot take tips meant for workers)

Reports show that Oregonian workers lose an estimated \$50 million to \$90 million annually due to wage theft.

## LESSER-KNOWN LABOR LAWS

★ agricultural workers are now entitled to overtime pay

★ employees must receive their work schedule at least seven days in advance, and this will be increasing to 14 days in

We live in capitalism. Its power seems inescapable. So did the divine right of kings. Any human power can be resisted and changed by human beings. Resistance and change often begin in art, and very often in our art, the art of words.

**DOL**  
**(Department of labor)**

1-866-487-9243

They handle wage and hour complaints and also violations related FMLIA (family medical leave act)

**What are labor laws?**  
Labor laws were created to protect workers rights, ensure fair treatment, and create a safe equitable working environment

Labor laws typically include wages, working hours, workplace safety, discrimination, workers benefits, employment, contracts, and rights to organize

**OSHA**  
**(Occupational safety, and health administration)**

**(800) 923-2689**

Deals with concerns about unsafe, work, environment or conditions

**★ Oregonian workers have the right to talk about their wages with coworkers**  
**★ an employer cannot use or threaten your immigration status**

**Tips if you're being affected by labor law violations:**

- Know common wage violations
- Document everything
- Join a union
- Stay informed

**Different types of wage theft**

1. Unpaid overtime (typically 1.5x regular hourly pay)
2. Not paying minimum wage
3. Withholding or delaying paychecks
4. Miss classifying workers (classifying workers as independent contractors to avoid paying wages and benefits)

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**\$50 million to \$90 million annually due to wage theft.**