



Other Wage & Hour Reminders

Minimum Wage

- The law requires that all workers be paid at least Oregon’s minimum wage, with few exceptions.
- The wages of workers who are paid piece rate, per hour, by commission, or paid by the day, must add up to at least minimum wage for each hour worked.
- The minimum wage rate depends on work location and changes every year on July 1st.

Breaks and Meals

- Required breaks and meals depend on work period length.
- Breaks and meals must be free from work responsibilities.
- Rest breaks must be paid. Meal breaks are not required to be paid.

Sick Time

- All Oregon workers get protected sick time; whether sick time is paid depends on the number of employees.
- Workers earn at least 1 hour of protected sick time for every 30 hours worked up to 40 hours per year. This includes part-time, seasonal, and temporary workers.
- Workers are eligible to take sick time after they’ve worked for at least 90 days.
- Sick time eligibility and balance accrued must be reinstated if an employee is re-hired within 180 days. This includes seasonal workers.



BOLI’s Agricultural Compliance and Education (ACE) Unit is here to help answer your questions.

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Se habla español.



Agricultural Overtime in Oregon



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New Overtime Threshold

As of January 1, 2025, employers are required to pay agricultural workers overtime after they work 48 hours in one workweek.

AGRICULTURAL OVERTIME CHANGES TIMELINE

- **2023-2024:** Overtime after 55 hours.
- **2025-2026:** Overtime after 48 hours.
- **2027 and beyond:** Overtime after 40 hours.

Oregon's new agricultural overtime law is a result of the Oregon legislature approving [House Bill 4002 \(2022\)](#). The law went into effect January 1, 2023.

About Us

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.

Additional Resources



BOLI'S MINIMUM WAGE AND OVERTIME IN AGRICULTURE FAQs



OREGON DEPARTMENT OF REVENUE'S AGRICULTURAL EMPLOYER OVERTIME TAX CREDIT



BUSINESS OREGON'S AGRICULTURAL OVERTIME REPAYABLE AWARD PROGRAM

Exemptions to Agricultural Overtime

Agricultural employers are not required to pay overtime to:

- Members of the employer's immediate family.
- Local hand harvest or pruning workers who are paid piece rate and who worked fewer than 13 weeks during the previous calendar year.
- Migrant hand harvest workers, 16 or younger, who are paid the same piece rate as workers over 16.
- Workers mainly engaged in the range production of livestock.
- Hand harvest and pruning workers who are paid piece rate and work for an employer who did not exceed 500 piece-rate-work-days* of agricultural labor in any quarter of the previous calendar year.
- Salaried employees whose primary duties are administrative, executive, or professional work** and who perform intellectual, managerial, or creative tasks and exercise discretion and independent judgement.

*A piece-rate-work-day accrues for each day an employee performs piece rate agricultural labor for at least one hour.

** Salaried exempt employees must meet specific criteria. Visit oregon.gov/boli for more details.