

# FAIR WAGES *for* FAIR WORK

**Whether you work 1 hour or your whole career, an employee is owed wages for all hours worked.**

## KNOW YOUR RIGHTS

### OREGON LAW REQUIRES REGULAR PAY

- Your employer is required to pay you on a regular payday schedule.
- Paydays may not be more than 35 days apart.
- Employers may not withhold or delay your paychecks as a form of discipline or in exchange for the return of employer-owned items held by the employee.

**You are entitled to wages for all hours worked even if regardless of your US work authorization status**

### FINAL PAY REQUIREMENTS

**There are strict requirements that apply to the payment of final wages when you are fired, laid off, or quit.**

- If you are let go, fired or mutually agree to end an employment relationship, your final pay is due by the end of the next business day.
- If you quit with less than 48 hours' notice (not including weekends and holidays) your paycheck and any wages owed are due within five business days or on the next regular payday, whichever comes first.
- If you quit with at least 48 hours notice, your final check is due on your last day of employment, unless that day is a weekend or a holiday. In that case, your check is due on the next business day.
- When employment is related to state and county fairs, and employment terminates on weekends or holidays, the check is due by the end of the second business day after the termination.



**ARE YOU  
OWED WAGES  
FOR HOURS  
WORKED?**