

AGRICULTURAL WORKERS

- In general, agricultural workers must be paid at least the minimum wage for the region where your employer is located.
- Effective January 1, 2023, agricultural workers also earn overtime for hours worked over 55 in a workweek.
- For each 8-hour work shift, you get two 10 minute paid rest breaks (15 minutes if you are under 18) and one 30 minute unpaid meal break free from work responsibilities.
- Minors under 18 years of age may work in non-hazardous farm jobs outside of school hours. Minors 14 through 17 years of age who operate power driven farm machinery or ride in or on machinery must obtain a certificate of training and the employer must obtain an employment certificate. Employers must obtain a permit to employ minors under the age of 14.

Minimum Wage + Overtime Exceptions

Agricultural employers are not required to pay minimum wage or 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.

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

If you make close to minimum wage, you may qualify for the Earned Income Tax Credit. Visit eitc outreach.org to check.

July 1, 2023 - June 30, 2024

\$14.20 per hour

Standard

Benton, Clatsop, Columbia, Deschutes, Hood River, Jackson, Josephine, Lane, Lincoln, Linn, Marion, Polk, Tillamook, Wasco, Yamhill, parts of

* Clackamas, Multnomah, & Washington

\$15.45 per hour

Portland Metro Area

* Clackamas, Multnomah, & Washington

\$13.20 per hour

Nonurban Counties

Baker, Coos, Crook, Curry, Douglas, Gilliam, Grant, Harney, Jefferson, Klamath, Lake, Malheur, Morrow, Sherman, Umatilla, Union, Wallowa, Wheeler

* The minimum wage you should get depends on your employer's exact address. If you work **INSIDE** the urban growth boundary, you should make at least **\$15.45**. If you work **OUTSIDE** the urban growth boundary, you should make at least **\$14.20**. Look up your work address here: bit.ly/metroboundary

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: ag.overtime@boli.oregon.gov

Web: oregon.gov/boli

Se habla español.



OREGON LAWS
Protect You At Work

July 2023 - June 2024