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Announcement

To: All FWAA Members and Associates
From: James F. Fitzgerald, Executive Director 
Subject : Oregon State Releases Rules on Minimum Wage effective July 1, 2016
Date: June 17, 2016

On the evening of Wednesday, June 15, 2016, the Bureau of Labor & Industries (BOLI) in Oregon State released the Final Rules Implementing Minimum Wage.

BOLI released rules implementing SB 1532 - the new 3-region minimum wage increase which will take effect July 1, 2016, as does the first \$.25 or \$.50 increase (depending on where your business is located and/or employees work).

You may view the increased minimum wage rates at the following links:

<https://www.docdroid.net/bj4flek/minimum-wage-proposal-13.pdf.html>

<https://www.docdroid.net/qOTSV8M/senate-bill-1532-13-map.pdf.html>

Here is a summary of new rules:

- If you have a permanent business location, defined as the location where your employee performs 50% or more of their work in a pay period, you pay the rate where the permanent business location is located.
- If you have employees making deliveries or running errands, but starting and finishing at the permanent business location, then you pay the rate where the permanent business location is located.
- If your employees move throughout different regions, with different start and end locations or more than 50% travel in a pay period, you will be required to pay the rate of the applicable region where the employee is working. This will also trigger record keeping requirements, unless you opt to pay the higher rate for all the regions worked in that pay period – for example if employee worked 8 hours in the \$11 region + 12 hours in the \$10 region and 20 hours in the \$12 region then you would have to keep records accordingly, unless you opted to pay all 40 hours at the highest rate - \$12 an hour.

Here is a link to the Rules: http://www.oregon.gov/boli/Legal/docs/2016-MW/839-020_Final_Rule_Showing_Amendments.pdf

If you have questions or concerns, please contact the FWAA office at admin@fwaa.org or by calling 509-465-5055.