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Oregon wage and hour cheat sheet

Minimum wage, overtime, breaks, final pay, and record retention on one sheet. Rates verified November 2026.

Minimum wage

$15.55 per hour standard rate since July 1, 2026, through June 30, 2027. Oregon has three regional rates. The Portland metro rate is $16.80 per hour inside the urban growth boundary (parts of Clackamas, Multnomah, and Washington Counties). The standard rate of $15.55 applies in Benton, Clatsop, Columbia, Deschutes, Hood River, Jackson, Josephine, Lane, Lincoln, Linn, Marion, Polk, Tillamook, Wasco, and Yamhill Counties, and in the parts of Clackamas, Multnomah, and Washington Counties outside the urban growth boundary. The nonurban rate is $14.55 per hour in Baker, Coos, Crook, Curry, Douglas, Gilliam, Grant, Harney, Jefferson, Klamath, Lake, Malheur, Morrow, Sherman, Umatilla, Union, Wallowa, and Wheeler Counties. Tip credits are illegal in Oregon, so tipped employees must receive the full minimum wage before tips. Oregon also has no training wage: employees must receive at least minimum wage during all stages of employment. Rates are adjusted each July 1 for inflation. The July 1, 2027 rates have not been announced yet. The Bureau of Labor and Industries calculates the adjustment by April 30 each year.

Overtime

1.5x the regular rate for all hours worked over 40 in the workweek (ORS 653.010 to 653.261). The Oregon Bureau of Labor and Industries defines the workweek as a regularly recurring period of seven consecutive 24-hour periods, which may begin on any day and hour the employer chooses as long as it repeats on a regular basis. Agricultural workers are being phased in: overtime is owed after 48 hours in a workweek in 2025 and 2026, and after 40 hours starting January 1, 2027.

Daily overtime

Only in some industries. Employees of manufacturing establishments must be paid at least 1.5 times their regular rate for hours worked over 10 in a day or over 40 in a workweek (ORS 652.020). They may work no more than 13 hours a day. When an employee has both daily and weekly overtime in the same workweek, the employer calculates overtime on a daily basis and on a weekly basis and pays the greater of the two. Daily overtime does not apply to employees whose collective bargaining agreement addresses hours and overtime. Employees of canneries, driers, and packing plants must also be paid 1.5 times the regular rate for hours over 10 in a day or 40 in a workweek (ORS 653.265), excluding those located on farms that primarily process products produced on those farms. US DOL notes that sawmills, planing mills, shingle mills, and logging camps are excluded from the manufacturing daily overtime rule. Other Oregon employers owe overtime only on hours over 40 in the workweek.

Meal break

30 minutes, unpaid, for non-exempt employees who work 6 or more hours in one work period, and the employee must be relieved of all duties (OAR 839-020-0050). For a work period of 6 to 7 hours, the meal must start after the second hour worked and before the fifth hour begins. For a work period over 7 hours, it must start after the third hour worked and before the sixth hour begins. A shift of 14 hours requires a second meal period. Exceptions cover equipment failures, undue hardship with written notice, an industry custom of a paid 20 to 30 minute meal, and tipped food and beverage servers who voluntarily waive the meal period in writing. Minors aged 14 and 15 must always receive the required meal periods.

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Rest break

A paid rest period of at least 10 minutes for every segment of four hours or major part of four hours worked in one work period (OAR 839-020-0050). The Bureau of Labor and Industries gives these counts: 2 hours or less, none; 2 hours 1 minute to 6 hours, one; 6 hours 1 minute to 10 hours, two; 10 hours 1 minute to 14 hours, three. A typical 8-hour shift gets two paid 10-minute breaks and one unpaid 30-minute meal. Rest breaks for all minors under 18 are 15 minutes instead of 10.

Final paycheck

Fired, laid off, or separated by mutual agreement: by the end of the next business day (ORS 652.140(1)). Quit with at least 48 hours' notice, not counting weekends and holidays: on the last day of employment, or the next business day if that day is a weekend or holiday. Quit with less notice: within five business days or on the next regular payday, whichever comes first (ORS 652.140(2)). Seasonal farmworkers are paid immediately when employment ends, or by noon the next day if it ends at the close of harvest season. An employer that willfully fails to pay final wages on time owes penalty wages of eight times the employee's regular hourly rate for each day the wages go unpaid, up to 30 days (ORS 652.150).

How long to keep time records

Federal law requires keeping time cards 2 years and payroll records 3 years, and some states go longer. Keep the records where you can produce them; a wage claim is decided on whoever has the better records.

Rates verified November 2026. The current rates took effect July 1, 2026 and run through June 30, 2027. Oregon adjusts all three regional rates each July 1 based on the US City average Consumer Price Index. The July 1, 2027 rates have not been announced. The Bureau of Labor and Industries calculates them by April 30, 2027. Agricultural overtime drops to 40 hours a week on January 1, 2027. This is general information, not legal or payroll advice. Check the Oregon labor department for the current rules, and talk to a professional for your situation.

Primary source: https://www.oregon.gov/boli/workers/pages/minimum-wage.aspx. Full list of sources: getclox.com/blog/oregon-time-tracking.