



2016 Brag Blast Newsletter

Got Employees? Got Changes

Barran Liebman Announces Recent Changes in Employment Law

By Shayda Zaerpoor Le

If you have employees, work in HR, or supervise a team, you're probably no stranger to regular changes to employment laws and regulations. To help you with this year's revisions, here's a quick primer on a few of the newest changes:

Sick Time - Now applicable to employers across the entire state, with higher requirements for compliance for employers in Portland.

Paystubs - Starting in 2017, paystubs must include additional categories of information and must be retained by the employer for a longer duration of time. If you provide pay statements electronically, you also need your employee's affirmative agreement to that method of delivery.

Oregon Minimum Wage - Minimum wage is increasing on July 1, 2016, and will move to a tiered system with different rates of pay required in different regions. Pay particular care if you have employees who work in multiple regions!

Minimum Salaries - Employees paid on a salary basis (as opposed to hourly) previously had to receive only \$23,660 per year in order to qualify (on top of other requirements). This minimum salary is jumping up to \$47,476. If your employees are on salary and make less than that, you will have to pay them overtime for hours worked over 40.

Independent Contractors - The Department of Labor is cracking down on businesses that classify workers as independent contractors. There are a number of factors used to make the determination, but the Department's position is that the classification is severely overused and that most workers qualify as employees.

With good planning, you can achieve compliance with minor to moderate adjustments. Please let us know if we can be of assistance in making your workplace more effective!

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