

Notice of Employee Rights

ORS 659.780 to 659.785

Effective January 1, 2010, Oregon law now provides, subject to certain exceptions, that covered employers may not (and may not threaten to) discharge, discipline or otherwise penalize or take any adverse employment action against an employee:

- ❖ Who declines to attend or participate in an employer-sponsored meeting or communication with the employer or its agent, if the primary purpose is to communicate the opinion of the employer about religious or political matters.
- ❖ As a means of requiring an employee to attend such a meeting or participate in such a communication.
- ❖ Because the employee makes a good faith report, orally or in writing, of a violation or a suspected violation of this law.

Employers may offer these meetings or communications to employees on a voluntary basis. Executives and administrative employees may be required to participate. Employers may also require all employees to participate in meetings or communications that are not primarily about religious or political matters.

An aggravated employee may bring a civil action to enforce this law within 90 days of the alleged violation.

* Post this notice in a place normally reserved for employment-related notices and commonly frequented by employees.