

ARTICLES

Employment eAlert: Oregon's New Employment Laws – What You Should Know

AUGUST 29, 2019

A Recap of New Oregon Employment Laws

Over the last six months, our Employment Law Blog has detailed a number of new employment laws. Oregon employers should be aware of the following new laws and begin preparing to comply (with the exception of the paid family leave law).

- **Pregnancy Accommodation Act**
 - Applies to employers with 6+ employees
 - Becomes effective January 1, 2020
- **Rest Periods for Expression of Breast Milk**
 - Applies to all employers
 - Becomes effective September 29, 2019
- **Changes to Oregon Non-Compete Statute**
 - Applies to all employers
 - Applies to noncompetition agreements entered on or after January 1, 2020
- **Oregon Workplace Fairness Act**
 - Applies to all employers
 - Key provisions become effective October 1, 2020
- **Oregon Paid Family Leave**
 - Applies to all employers
 - Becomes effective January 2023 (Rules to be issued by September 1, 2021; employee contributions begin January 1, 2022; employer notice required as of January 2, 2022)

More information about these new laws can be found on our [Employment Law Blog](#).



This article was written by Elizabeth Semler, former Sussman Shank LLP Employment Law Partner.

We'd love to help you update your employment policies, advise you on employment issues, or provide compliance assistance. Just contact us at 503.227.1111.