



Electronic Alert

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Changes Are A Comin': July 1 Brings Portland's Ban the Box & Oregon's Increased Minimum Wage

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On Friday July 1, Portland's Removing Barriers to Employment Ordinance (also known as the City's own version of Ban the Box) will go into effect. The Ordinance makes it an unlawful practice, subject to specific exceptions, for an employer to exclude an applicant from consideration solely because of the applicant's criminal history and generally prohibits an employer from considering criminal history until after making a conditional offer of employment. Additional details about the law's requirements are available [here](#).

The City has approved [Final Rules](#), a [Criminal History Matrix](#), and a [sample letter](#) that can be used in the event an employer rescinds a conditional offer of employment based on an applicant's criminal history. While there is no private right of action, the City is partnering with BOLI to provide enforcement.

Also, on July 1, [Oregon's minimum wage increases](#). The exact amount depends on which [wage region](#) the employer is located. Be sure to update payroll as well as your [minimum wage poster](#).

Before leaving for a festive Fourth of July weekend, be sure you're ready for these summer changes.

From all of us at Barran Liebman, have a safe and fun holiday weekend!