

HAGA VALER SUS DERECHOS

FREE & CONFIDENTIAL LEGAL HELP

2024/2025



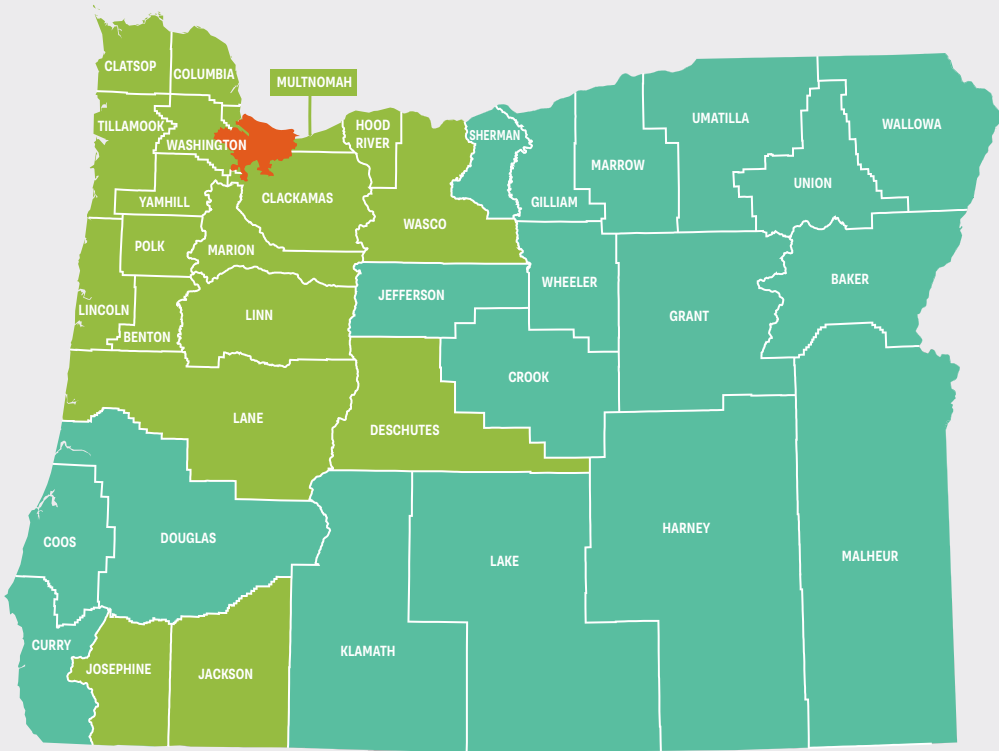
All workers ALWAYS have the right to be paid
correctly and ON TIME regardless of their legal status!
We help farmworkers know their rights!

WAGE RIGHTS

Generally, workers must be paid at least minimum wage per hour, even when working on a piece rate or project basis. In Oregon, the applicable minimum wage depends on the county you work in.

Effective **July 1, 2024**, Oregon's minimum wage will increase to:

- **\$13.70** in rural counties
- **\$14.70** in standard counties
- **\$15.95** in the Portland metropolitan area



The map shows the approximate areas that are considered standard counties, Portland metro and rural counties.

Individuals working under an H-2A job order must earn at least \$19.25 per hour during the contract period in 2024.

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PROTECT YOUR WAGE RIGHTS!

Write down:

- information about your employer, supervisors and contractors
- where you work each day and what you do
- the days and hours you work and any break or lunch time you received each day

Keep proof including:

- contact information for your co-workers
- text messages with supervisor
- Facebook/WhatsApp messages
- photos of paychecks/pay stubs
- photos of housing and the place where you work
- notes of any mistreatment

You can use the map on your phone to locate the place where you worked



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Protected Absences from Work

It is important for workers to take time off to care for their physical and mental well-being. There are both state and federal laws that protect a worker's right to take certain types of work leave to do so.

Here are some of the main types of leave available here in Oregon:

Type of protected absences	When you can take it
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<p>Sick Leave</p>	<p>Sick time is time off from work that you can use to care for yourself or a family member who has an illness, injury or other health condition (including preventative care).</p> <p>Examples include:</p>	<ul style="list-style-type: none"> • Taking time off when you are sick, or your children are sick. • Taking time off for medical or counseling appointments. • Taking time off after a family member has died.
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<p>OFLA/FMLA</p>	<p>OFLA and FMLA leave is up to 12 weeks off work for treatment of your own or a family member's serious health condition.</p> <p>Examples include:</p> <ul style="list-style-type: none"> • Parental leave: a parent can take time off for the birth, adoption or foster care placement of a child. 	<ul style="list-style-type: none"> • Serious health condition leave: available for your own serious health condition or to care for a family member. • Bereavement leave: up to 2 weeks leave following the death of a family member.
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<p>Paid Leave Oregon</p>	<p>This new protection is similar to OFLA/FMLA but provides paid leave during time away from work necessary for the serious medical condition or safety leave.</p> <p>Examples include</p> <ul style="list-style-type: none"> • To care for yourself and/ or your child if you and/ or your child are a survivor of domestic violence • To care for yourself or 	<p>or a family member who has a serious health condition</p> <ul style="list-style-type: none"> • To care for and bond with him or her after birth, adoption or adoption <p>Proof of immigration status is not required for these types of leave. You may apply with SSN or ITIN.</p> <p>You can apply online through the Oregon Employment Department to obtain Paid Leave Oregon.</p>
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Important things to remember about taking a protected leave of absence

Qualifying purpose of protected leave: It can be difficult to know whether a particular medical condition or type of family member might qualify for each of these types of protections. It is important to speak with a trusted attorney or legal organization to help you assess your individual situation and determine what leave is available.

Retaliation protections: Oregon law says it is against the law if an employer takes adverse action against a worker for using protected leave.

Examples of retaliation: losing your job, a pay cut, loss of hours, or being transferred to a less desirable position.

Claim deadlines: To enforce any of these protections against retaliation for taking leave, a legal claim must be filed before the claim deadline passes. Many of these types of claims have a one-year deadline. This means it is important to seek help immediately to preserve your legal rights.

Best practices for using leave: It is always best to request foreseeable leave as soon as possible and notify the employer of unexpected leave as soon as possible.

Not all employers and employees are subject to these requirements and protections. The following chart shows some of the main eligibility requirements for each protection, in general:

Certain eligibility requirements	Paid Leave Oregon	Oregon Family Leave Act OFLA	Family and Medical Leave FMLA	Oregon Sick Leave
Which employees qualify?	Workers working for any employer except federal or tribal governments who earned more than \$1,000 in wages in the previous year	Workers working for employers with 25 or more employees	Workers working for employers with 50 or more employees and all public employers	All employees are eligible for protected unpaid sick leave time.
How much does a worker need to work before this protection applies?	No work time required for paid leave but must have worked 90 days to have right to return to work be protected.	180 days	12 month	90 days before use
How many hours must a worker have worked to be eligible for leave?	N/A	25 hours/week in the last 180 days. Does not apply to parental leave	1,250 hours in the previous 12 months	usually, 1 hour of earned sick leave for every 30 hours worked
How much is a worker paid during this leave?	This leave is paid. Pay varies according to the employee's average weekly salary. The payment can be up to 100% for lower-income workers.	This is an unpaid leave of absence.	This is an unpaid leave of absence.	Paid leave is available for employers with 10 or more employees (6 or more in Portland) Pay is 100% of regular wages
How long can a worker be on leave?	Up to 12 weeks in a one-year period and up to 14 weeks in a one-year period*.	Up to 12 weeks in a one-year period and up to 36 weeks in a one-year period*.	Up to 12 weeks in a one-year period and up to 26 weeks in a one-year period	40 hours in a one-year period. *Note that the law will change on July 1.



HEAT Protections



HHEAT ILLNESS PREVENTION RULES generally apply to ANY workplace, indoors or outdoors. When the heat index **equals or exceeds 80 degrees Fahrenheit**, generally, the employer must give:

- Shade for breaks as needed

- Ample opportunity to drink fresh or cold water
- Sufficient water: at least 32 ounces per worker per hour
- Training

When the heat index **equals or exceeds 90 degrees Fahrenheit**, employers should generally:

- Monitor workers for Signs of Heat-Related Illnesses.
- Have medical procedures and a communication system
- Have a Prevention Plan: at least 10 minutes of rest for every 2 hours of work.

Pregnant or Lactating Workers



Workers are entitled to receive reasonable accommodations related to pregnancy, childbirth, or a related medical condition. It is important to discuss the possibilities with your employer.

For example, a reasonable accommodation may include:

- More frequent breaks for resting, drinking water, restroom breaks, and meal breaks
- Breaks for breastfeeding
- Temporary change to a less heavy or hazardous job
- Help with some jobs
- Modification of work schedules or work assignments

If you need accommodation at work, inform your supervisor, manager or employer (if possible, in the presence of a witness or in writing). In some cases, your employer may request a doctor's note.

Your employer should try to provide accommodation to help you, but in some cases it may not be possible. If

your request is denied, it is important to ask for the reason and to do so in the presence of a witness or in writing. Write down or ask the other person to write down what your employer says. You can also talk to a lawyer.

Most farmworkers have the right to take breaks for breast pumping for eighteen months after birth. Your employer must provide a private place (that is not a bathroom) near your worksite for pumping. You may bring a cooler to keep the milk cold.

Discrimination based on pregnancy (or a related medical condition) is illegal. The law also prohibits retaliation or retribution for requesting reasonable accommodation.



Injured Worker's Compensation: Workplace Safety

WORKERS MAY REPORT to the employer, or to the safety committee or to the Oregon Department of Health and Safety (OSHA) when employers:

- Ask workers to use unsafe machinery
- Provide unsafe transportation
- Ask workers to work at an unsafe speed
- Ask workers to lift excess weight (which can cause an accident or injury)

Our offices can help farm workers and forestry workers file these types of reports with Oregon OSHA.

Workers have the right to refuse to perform hazardous work that may cause danger of serious injury or death, such as unsafe equipment or toxic chemicals or other environmental factors.

Workers injured on the job often

file a workers' compensation claim. If your claim is accepted, benefits will cover medical expenses and may partially pay workers' compensation for the time doctors say you should be off work. It is important to get medical treatment if you need it and talk to an attorney who specializes in workers' compensation.

If you are hurt on the job:

- Report the injury to the employer immediately
- Keep proof of the report
- Get medical attention and tell the doctor that it happened at work.
- Ask the employer to file Form 801.
- Make sure you have filed a workers' compensation claim.

Workers have the right to be safe on the job.



Sexual Harassment Protections:

"In the Workplace"

Oregon labor laws protect your right to work in a workplace free from harassment.

Sexual harassment is one form of gender discrimination. Generally, sexual harassment is described as unwanted advances or insinuations, sexual favors or other conduct against your will or without your consent. However, "harassment" does not have to be physical in nature. Harassment also includes offensive sexual comments. Sexual harassment can be directed at anyone regardless of sexual orientation, gender or age.



People who experience harassment may feel different ways: afraid, unsafe, uncomfortable, or many other things. Know that there is no one right way to feel.

The important thing to know is that it is not your fault:

- Sexual harassment is never acceptable.
- You have support.
- You have options to stand up for yourself when it happens.
- Sexual harassment at work is illegal.

If you are experiencing harassment at work:

- Communicate clearly with the harasser that their behavior is unwelcome (if possible, do so in the presence of a witness).

- Inform the supervisor, manager or employer of the problem and file a verbal or written complaint (if possible, do so in the presence of a witness); your complaint does not have to be formal.
- Seek health care.
- Keep a written diary of acts and events including dates or if you are unable to write, you can record a diary.

Consequences of sexual harassment can include:

- Sadness
- Stress
- Anxiety
- Depression
- Frustration
- Loss of self-esteem
- Demotivation
- Insecurity
- Affects relationship with family and friends

Providing support to your co-workers and family members when they ask for your help is very important and validating to people, if you can, do it! A word of support will go a long way in helping someone!

If the problems continue or if you would like more information, you can consult with an attorney for help. Our offices help with these types of cases.

OSHA

Creating a Safe and Hazard-Free Workplace

HAVING A SAFE WORKPLACE is crucial to a good work environment. Sometimes workers' concerns about risks and hazards are not adequately addressed by the employer, even though they are communicated to supervisors, safety committees and management. This can increase the likelihood of someone getting hurt or sick. Unfortunately, every year we have severe and fatal accidents that arise in agriculture and many of these accidents and incidents are preventable.

When concerns are not addressed by your employer, turn to a state agency such as Oregon OSHA. This state agency regulates occupational health and safety laws, consulting and conducting inspections to ensure compliance with these regulations. This agency's role is to help create a healthier work environment.

When a worker makes a health and safety complaint, Oregon OSHA evaluates the information to determine whether it warrants an in-person inspection or simply a warning. A complaint can be filed directly with the agency or with the assistance of a representative, including by telephone, whichever is more convenient for you.



You may also seek the support of an organization or legal services office to assist with your complaint, or representation in your case.

It is extremely important to provide details about:

- the risk or hazard,
- the magnitude of the problem,
- the location and,
- any relevant information is essential for a proper assessment.

Additionally, it is important to decide whether to file a complaint **confidentially, anonymously or under one's own name**, considering the advantages and disadvantages of each option and, if necessary, to seek legal advice.

The advantage and disadvantage of filing an anonymous complaint is that neither the agency nor the employer will know your name, but unfortunately, they will not be able to contact you if they have concerns or questions about conducting the inspection. In addition, you would not be informed of the results of the inspection. If it is confidential, it may be a little more difficult if you later need a retaliation claim if your employer takes adverse action against you for complaining about occupational health and safety.



Finally, putting your name identifies who you are and may create more protection against retaliation, although it does not guarantee it. If they take adverse action against you, it may be easier to bring a retaliation discrimination lawsuit.

After receiving the complaint, Oregon OSHA determines whether an inspection is necessary. If so, the inspection is conducted without notice to the employer. During the inspection, workers may be interviewed to verify the allegations.

It is illegal for an employer to retaliate against a worker for reporting health and safety problems, either internally or to Oregon OSHA.

Workers have the right to a safe and hazard-free workplace. It is a team effort including the employer and you as a worker, and sometimes, the only way is to file these complaints. It is critical to assert these rights.



Safety Committee

AGRICULTURAL WORKERS perform arduous and dangerous work that requires creating a safe and healthy environment for workers. **In Oregon, the rules state that if an employer has more than 10 workers at a site, it must have a workplace safety committee.** Additionally, employers must ensure that workers who do not speak or read English understand the information provided to them.

What is a safety committee?

A safety committee is a group of people representing workers and management to address occupational health and safety issues to prevent illnesses and accidents. It is a way to present your occupational health and safety concerns.

Here are some of the duties of an effective committee:

- The number of committee members depends on the number of workers.
- More than 10 workers, the committee must have at least four members.
- Equal representation of workers and management representatives.
- Meet monthly.
- Conduct workplace risk assessments every three months.
- Review hazard reports and make recommendations to eliminate identified hazards and risks.
- Work with management to establish procedures for investigating safety incidents, accidents, illnesses, and fatalities.
- Evaluate the reported investigations and recommend ways on how to prevent them from happening in the future.
- Among other duties.

What are the employer's obligations?

- Have a safety committee if you have more than 10 workers at a site.
- Pay committee members their regular pay for attending meetings, training, inspections, and other functions as a member of the safety committee.

- Respond to committee recommendations within a reasonable time.
- Provide committee members with access to safety regulations and rules that apply to their jobs.
- Ensure that meetings are conducted in a language understood by workers.

Remember, you have the right to have your health and safety concerns heard at safety committee meetings. For example, if you have noticed that the restrooms have been dirty, or the water is not available frequently, you can go and present these concerns to the committee.

Sometimes this is the most appropriate and quickest way to resolve the problem, since the committee can make recommendations to the employer and the employer would have to respond to these recommendations in a reasonable amount of time.

Remember, it is against the law for them to retaliate against you for exercising your right to work in a place free from hazards and risks. Your health is very important. **Know Your Rights.**

PESTICIDES

IF PESTICIDES are not handled or administered properly, they can be dangerous. Do not enter areas that have been treated by pesticides, where they have just been sprayed, or where they are being applied. If you must apply pesticides, wear appropriate protective equipment. If you live near an orchard or ranch, keep children out of the area where pesticides may be present. Never take pesticides or their containers home from work. This can endanger you and your family's health.

Working in the Fields

Field workers can be exposed when they work in places that have been treated with pesticides. Touching plants during weeding, performing other tasks, or just breathing the air where pesticides were applied can put your health at risk.

Some of the short-term effects immediately after exposure include headache, dizziness, eye irritation, blindness, difficulty concentrating, nosebleeds, nausea and vomiting. Other possible symptoms include skin problems (rash or irritation, dermatitis, burns) and difficulty breathing. It is important to know that some of these symptoms can be very dangerous, so it is important to get immediate medical attention, if required.



Pesticides are chemicals that are designed to kill:

- Insects
- Weeds
- Rats, mice, etc.
- Fungi or molds

The different routes of exposure are:

- skin,
- eyes,
- nose, and
- mouth.



Long Term Effects

Long-term effects take longer to manifest, but may include reproductive disorders, respiratory problems (respiratory distress, emphysema, asthma), nervous/neurological disorders (paralysis, tremor, behavioral alteration, brain damage), cancer, abnormal blood conditions, cirrhosis of the liver, among others.

Remember that it is very important to know what type of pesticide you are using on the job in case there is an exposure that requires medical attention. The employer must have a central location accessible where you can find a list of the chemicals the employer applied in the last 30 days.

If you believe your workplace is not meeting its obligations under the law, report it to your supervisor, the office, or the employer. Alternatively, report it to the safety committee (please read more about the safety committee). Finally, if your efforts do not work, you can file a complaint with Oregon OSHA or call us so we can help you file a complaint.

Working Conditions

Generally, agricultural workers are entitled to:

- Receive promised wages on time
- Have access to readily available water, clean toilets, and work in safe conditions.
- Work free from sexual harassment and unlawful discrimination
- To ensure that labor contractors live up to their promises
- Exercise certain rights without retaliation.

For example, not be fired or mistreated for:

- Reporting an injury on the job
- Reporting a water shortage
- Reporting sexual harassment



Agricultural Housing Conditions:

Farmworkers are entitled to safe and healthy labor housing.

If labor housing units are not air conditioned, when the heat index is over 80 degrees, camp operators must provide residents with free fans, shaded windows, a thermometer to measure the inside temperature of their cabin/room, and a common cooling area.

Work camp housing must have:

- Sufficient safe water for drinking and bathing, hot and cold.
- Adequate space for each resident
- Housing for families
- Good ventilation
- Clean, private bathrooms and showers

If there is a problem with the housing, workers and their families have the right to file a report with Oregon OSHA.





Wildfire Smoke Protections

When employees may be exposed to an air quality index (or AQI, a way of measuring the amount of hazardous particles in the air) of 101 or more, employers must:

Provide training and information to workers. Have a system for communicating hazards to workers, including the level of the air quality index.



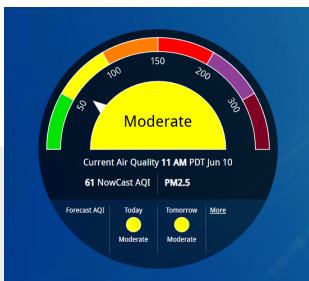
When the AQI is 101 or higher (hazardous to sensitive groups such as those with asthma or diabetes, adults over 65, or pregnant women), employers must provide workers with filtering face masks, such as N95 for voluntary use.



When the AQI is 251 or higher, employers should try to reduce exposure, but if they cannot, they must require workers to wear filtering face masks, for example, N95.



When the AQI is 501 or more, employers must ensure that workers wear NIOSH-approved filtering facepieces through the respiratory protection standard.



How can workers verify AQI? Download the EPA Airnow application!



RIGHT TO RECEIVE TIME-AND-A-HALF PAY

Please note! Beginning **January 1, 2025**, many agricultural workers, including farm and nursery workers, will be ENTITLED to receive OVERTIME PAY (their hourly wage plus another half) when they work more than 48 HOURS in a week.

In 2024, these agricultural workers will be entitled to overtime pay if they work more than 55 hours per week.

Many agricultural workers are already entitled to overtime pay if they work more than 40 hours per week, including cannery and packinghouse workers, nursery workers who process other companies' products, and workers who perform non-agricultural work as part of their job.





The marijuana industry

Warning Signs

IN Oregon, marijuana is legal at the state level but remains illegal at the federal level. Working in the marijuana industry can have potential immigration consequences. *If you are not a U.S. citizen, it is best to avoid working in the marijuana industry.*

Many workers have been recruited to work in the marijuana industry through postings on various social media platforms or recruiters with false promises. Workers are under the impression that the work will be performed on a legally licensed farm. Unfortunately, many workers find themselves suffering various abuses in the workplace and end up not getting paid. Below are common warning signs when working in the marijuana industry.

- Promises of excessively high wages.
- Promise of payment after sales/end of season/payment deferral.
- Threats of violence (for example, causing physical harm).
- Deprivation of necessities such as food, water, medical care, safe housing (for example, sleeping in tents, shipping containers).
- Prohibiting the worker from leaving the workplace.
- Asking for and withholding personal documents such as passport.
- Threats to call immigration or the police.
- Threats to intimidate a worker from talking to the police or other government agencies.
- Threats of legal or personal problems.



"You don't need to suffer in silence. If you suffered while working in this industry, we are here to help you!"

- Presence of weapons

Recommendations

Below are some health and safety recommendations that you should consider before accepting a job or once you have started working:

- Share your location with someone you trust.
- Write down the names of your employers/supervisors/

people in charge. Take pictures and/or write down the license plates of their cars.

- Make sure you can leave/enter the workplace without restrictions.
- If you can do so safely, take pictures of your work area, living area, sleeping area, bathroom, shower, etc. Keep these pictures.
- Know the address of your workplace or keep a detailed description of your workplace if the address is unknown.
- Verify that your employer has a valid cannabis license.
- Keep a log and make notes of the hours you have worked and/or the pounds you have produced. Also keep track of lunches and breaks.
- Keep messages you have with your employer, especially promises and requests about pay. Take a screenshot of the messages.
- **If you have not been paid: After your last day of work, send a message to your employer with the number of hours you worked and/or the total pounds you produced as soon as possible. Calculate the total wages you are owed in the message. Take a screen shot of the message. If your employer responds, take a screenshot of their response too.

Humanitarian Aid

The Cannabis Workers Resiliency Project is a partnership of different community organizations working to provide support to people affected by working in the illegal marijuana industry. Our organizations provide financial assistance, emotional health support, and can give free legal advice and representation to workers. **Our phone number is: 503-902-1262.** Phone calls to this number are confidential and free of charge. Do not hesitate to contact us to learn about your rights.

Victim of Labor Trafficking

If you are a victim of labor trafficking, there may be some immigration remedies for you. You may be eligible for a U or T Visa. The requirements, processes, and benefits are a little different for each type of visa. It is best to speak with an immigration attorney to help decide which option is best for you.

A Worker's Story

David was checking his social media account when he noticed a job posting to work in marijuana for three months. They were looking for workers, so David decided to take the opportunity for the money.

David contacted the employer. The agreement was that he would be paid \$5,000 at the end of each month.



At the end of three months, they could receive a bonus of an undisclosed amount if sales went well. He was also promised free housing and would be reimbursed for travel expenses.

He came to the farm and started working. They were not paid after each month passed. The employer promised to pay them once the season was over. David had to ask his employer for money for food. The season ended, but David was not paid his salary. David sent many messages to the employer, asking them to pay them, but the employer never responded.

David contacted a humanitarian aid organization that connected him with legal services. David was able to receive money for food and was placed in temporary housing with the help of the relief organization.

After connecting with legal services, David was paid his full salary plus some additional money from fines paid by the employer.



The Right to Refuse Hazardous Work

THE RIGHT TO REFUSE hazardous work was added to Oregon state law in 2023. Oregon law specifies that workers have the right to:

Reasonably refuse to perform work that could cause them death, serious impairment, or serious injury,

such as unsafe equipment, toxic chemical spills, and other environmental factors.

What should you do before you refuse dangerous work and generally use this right?

In good faith, inform your supervisor or employer of the hazard and that you believe it could cause death or serious injury. Ask them to correct or eliminate the hazard. Ask the employer if you can perform other work. If there is time, report the hazard to OR-OSHA and ask them to help correct the hazard.

The new law also establishes a rebuttable presumption: that is, if you refuse to do dangerous work that may cause serious injury and you are fired within 60 days of doing so, the law places the burden on the employer to prove that you were not fired for refusing to do dangerous work.

Rights of Workers Working Pursuant to H-2A Contracts

Hiring preference to those who live here.

Persons living in Oregon, California and other U.S. states must be given preference for H-2A jobs if they are qualified and apply before mid-contract.

WorkSource Oregon employees can help you find and apply for these jobs!

If you apply for an H-2A job and do not get the job or are wrongfully terminated, you may have a claim against the employer. Our offices can help explain these rights.

When applying for a job, it is important:

- keep a copy of your application (take pictures or best to email it).
- keep track of the date, time and who you send your application to
- follow up - call to see if they received your application and ask if you have a job and return calls.

ALL WORKERS WORKING UNDER H-2A CONTRACTS are entitled to:

- free housing if their home is far away (the employer must also provide housing for families!);
 - a copy of the contract with applicable piece rates; and
 - workers' compensation coverage in case of injury.
- IT IS ILLEGAL for employers to:**
- charge a recruitment fee;
 - retaliate against you because you ask about your wages, talk about violations of the law, or get hurt;



- abuse, threaten or mistreat workers;
- keep your documents;
- treat visa workers better than workers who live in the U.S.

If the employer violates the law, you may have a legal claim.

Probably starting in the fall of 2024, there will be ENHANCED PROTECTIONS for workers in H-2A jobs.

Generally, employers should only fire workers for violating a policy or rule if:

- workers are informed of the policy or rule or reasonable expectation,
- the violation of the rule is under the control of the workers,
- the rules/policies are reasonable and consistently applied.
- **The employer will conduct a fair investigation and uses progressive discipline (graduated and reasonable response) that includes:**
 - notifying the worker of the violation,
 - allowing the worker to have a representative,
 - allowing the worker to provide evidence in defense,

- the employer must provide relevant and adequate instruction and time for the worker to correct problems,

It is unlawful for employers to fire workers because an employee refuses to work under conditions that they reasonably believe will expose them or other employees to unreasonable health and safety risks.

The new regulations will also require employers to:

- allow workers to have guests in employer-provided housing including legal advocates and service providers;
- have only reasonable housing rules designed to protect workers' safety or avoid interference with other workers' enjoyment of housing;
- allow workers to engage in collaborative activities for the purpose of mutual aid or protection related to wages or working conditions on non-work time.



Taxes

What should you do if you don't have the money to pay your taxes?

Many people who owe taxes and can't pay think it's best to avoid filing their taxes, but that's not a good idea. If you owe taxes and don't file on time, you will only increase your debt.

There are many alternatives if you can't pay. The Internal Revenue Service allows a 180-day grace period for you to pay your debt without setting up a formal payment plan. If you need more time, you can set up a payment plan or, if you cannot pay, request a temporary stay of collection. If you need help you can contact a Low-Income Taxpayer Clinic.

Where can you go for help filing your taxes?

If you earn less than \$64,000 or less, you do not need to pay anyone to help you with your taxes.

Volunteer Income Tax Assistance (VITA) sites offer free tax preparation to low- and moderate-income people. The Community Tax Clinic in Gresham is a VITA site that focuses on helping the Hispanic/Latino community and provides all services in Spanish. Appointments are required. Call 503-994-6875 to schedule an appointment.

Who should you contact if you need help with a tax problem?

Legal Aid Services of Oregon and the Oregon Law Center provide free legal assistance to people who live or work in Oregon and have tax problems. We can help you answer letters, find missing refunds, and help you resolve tax debts. Contact LASO at 503-295-9499 or contact OLC at 800-472-6919.

Community Resources

There are resources in the community to support you and your family. If this list does not contain the information you are looking for, please call us.



www.oregonlawhelp.org
www.oregonlawcenter.org

LEGAL RESOURCES:

**Legal Help in Washington:
Northwest Justice Project**

1-888-201-1018

Legal Help in California:

California Rural Legal Assistance

1-805-922-4563

Legal Help in Idaho:

Idaho Legal Services

1-208-454-2591

Oregon State Bar

1-800-452-7636

GOVERNMENT OFFICES:

The Federal Revenue Service:

1-800-829-1040

The Federal Reimbursement Hotline:

1-800-829-4477

Oregon State Tax Office:

1-800-356-4222

The Office for Consumer Complaints:

1-877-877-9392

**Oregon Employment Department/
WorkSource:**

1-800-237-3710

Monitor Advocate:

Fernando Gutiérrez,
503-947-1996

Office of Social Security Administration:

1-800-772-1213

**Injured Workers' Compensation/
Ombudsman:**

1-800-927-1271

**Occupational Safety and Health
Administration (OSHA): To report
Occupational Safety or Health violations:**

1-800-843-8086

Oregon Health Plan:

OHP members: 1-800-273-0557

To Apply for OHP: 800-699-9075

Oregon Safenet:

211 o 1-800-723-3638

**The Oregon Bureau of Labor and
Industries (BOLI):**

971-673-0761

**Oregon Dept. of Agriculture (to report
pesticide application problems):**

503-986-4635

**U.S. Citizenship and Immigration
Service (USCIS):**

1-800-375-5283

COMMUNITY RESOURCES:

211 INFO

Domestic Violence Crisis, Abuse or Sexual Assault:

1-866-399-7722

Oregon Migrant Education Service Center:

503-385-4678

Guatemalan Consulate:

206-888-5319 (Seattle)

Mexican Consulate:

Portland: 503-274-1442

Boise: 208-343-6228

OCDC (Oregon Child Development Coalition - Preschool Child Care and Education):

1-800-311-5084

OHDC (Oregon Human Development Corporation-Housing and Training Assistance): 1-855-215-6158

Hillsboro: 503-640-5496

Woodburn: 503-982-5100

Klamath Falls: 541-883-7186

Malheur: 541-881-1491

Umatilla: 541-701-0550

Hood River: 541-386-0333

The Founders Clinic

700 Molalla Ave Oregon City, OR

503-722-4400

FARMWORKER CLINICS

Beaverton / Virginia Garcia Memorial Health Center

2725 SW Cedar Hills Blvd. Suite 200

503-352-6000

Boardman/Columbia River Health

450 Tatone St.

541-481-7212

Cornelius/ Virginia Garcia Memorial Health Center

1151 N. Adair, St.

503-359-5564

Hermiston/ Mirasol Family Health Center

589 Northwest 11th St.

541-567-1717

Hillsboro/ Virginia Garcia Memorial Health Center

226 SE 8th Ave.

503-601-7400

Hood River/ One Community Health

849 Pacific Ave.

541-386-6380

McMinnville/ Virginia Garcia Memorial Health Center

115 NE May Lane

503-472-1338

Medford/ La Clinica del Valle

3617 S Pacific HWY

541-535-6239

Nyssa/ Valley Family Health Care

17 S 3rd St.

541-372-5738

Ontario/ Valley Family Health Care

2327 SW 4th Ave.

541-889-2340

Oregon City/ Beaver Creek Health Center

110 Beaver Creek Road

503-655-8471

Salem/Lancaster Family Health Center

255 Lancaster Dr. NE

503-576-8400

Vale/ Family Health Center

789 Washington St. W

541-473-2101

The Dalles/ One Community Health

1040 Webber St.

(541) 296-4610

Woodburn/ Salud Medical Center

1175 Mount Hood Ave.

503-982-2000

LOW-COST IMMIGRATION ORGANIZATIONS

Catholic Charities Immigration Legal Services

2740 SE Powell Blvd. Suite 2 Portland, OR 97202
503-231-4866

Equity Corps of Oregon (ECO)

1-888-274-7292

SOAR Immigration Legal Services

Portland: 7931 NE Halsey St. Suite 302
Hillsboro: 862 SE Oak St. Suite 3A
503-384-2482

Center for Non-Profit Legal Services, Inc.

225 W. Main St. Medford, OR 97501
541-779-7292

Centro de Servicios para Campesinos-PCUN

300 Young St. Woodburn, OR 97071 (503)
902-0367

Immigration Counseling Services (ICS)

Portland: 519 SW Park Ave Suite 610
503-221-1689
Hood River: 1100 E Marina Dr. Suite 228
541-399-8029

Lutheran Community Services Northwest

Portland: 605 SE Cesar E. Chavez Blvd.
503-231-7480
Salem: 790 Marion St NE
971-599-2265
Beaverton: 3800 SW Cedar Hills Blvd Suite 288
503-924-2448
McMinnville: 435 NE Evans St. SuiteA
503-472-4020

New Life Church of the Nazarene - Oregon Pacific Immigration & Social Services

1974 E McAndrews Rd
Medford, OR 97504
541-779-7777

Somos Hispanas Unidas Silverton

512 N. First St.
Silverton, OR 97381
503-873-7114

Victim Rights Law Center

520 SW Yamhill S. Suite 430
Portland, OR 97204
503-274-5477 ext. 6

United Services for Counseling

Portland: 10175 SW Barbur Blvd. Suite 308BA
503-757-6821
Clackamas: 12915 SE Braemark Pl
503-648-4929

IRCO Immigration Legal Services

8040 NE Sandy Blvd.
Portland, OR 97213
971-271-6537

Latino Community Association Oscar Gonzalez- Accredited Representative

2680 NE Twin Knolls Dr. Suite 110
Bend, OR 97701
541-350-8133

This is general information and is not legal advice. Please note that laws have exceptions and change. This bulletin contains general information as of May 2024. This document is not intended to be used, nor can it be used, by any taxpayer to avoid penalties imposed by the IRS. To learn how these laws and rules may apply to your particular situation, consult with an attorney as soon as possible.

¡HAGA VALER SUS DERECHOS!

Legal Aid Services of Oregon

Salem

3850 Portland Rd. NE Suite 210
Salem, OR 97301
Tel: 503-981-5291
Gratis: 1-800-662-6096



Hillsboro


230 NE Second Ave. Suite A
Hillsboro, OR 97124
Tel: 503-214-1384



Pendleton

365 SE 3rd St.
Pendleton, OR 97801
Tel: 541-966-1426



 @LASOProgramaCampesinos
E-mail: ayuda@lasoregon.org

Oregon Law Center

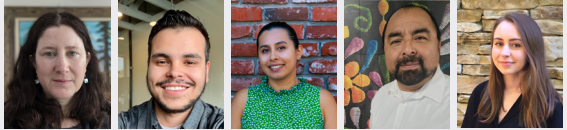
Woodburn

999 N Cascade Dr.
Woodburn, OR 97071
Tel: 503-981-0336



Gresham

138 NE 3rd Street, Suite 203
Gresham, OR 97030
Tel: 503-726-4381



Ontario

35 SE 5th Ave., Unit #1
Ontario, OR 97914
Tel: 541-889-3121



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