

## Salem Area Chamber of Commerce Tracked Legislation - 6.22.15 update

Following is a status report on high-profile bills that have been tracked by The Chamber through the 2015 Regular Session. As a group, these bills pose or did pose a serious threat to Oregon's economy and job growth by imposing costly mandates on employers, both large and small, across the state.

As always, bear in mind that the final days and weeks are fluid, and that pathways can open and close for legislation with an hours' notice.

**SB 454** Implements Statewide Mandatory Paid Sick Leave – **PASSED**. Floor of 10 or more employees, 40 hours annually. Also mandates unpaid time for smaller employers (fewer than 10) at the same accrual rate and max hours.

**SB 718** Allows Liens on Personal Employer Property – **We understand this bill is dead.** *Creates a dangerous and unfair precedent in the wage-and-hour arena by allowing employees to file liens on an employer's real or personal property, based upon alleged yet unproven wage claims.*

**SB 845** Imposes New Fees on Large Employers – Moved to Ways and Means. **PROCEDURALLY ALIVE, although no recent activity.** *Requires employers whose employees obtain health insurance coverage through a public program to pay a fee to the state for that coverage.*

**SB 888** Mandates Predictive Scheduling Requirements – **Procedurally dead through a compromise on sick leave. Companion bill to SB454 would place a 2-year moratorium on scheduling legislation. PLANS FOR AN INTERIM WORK GROUP ARE UNDERWAY.** *Requires employer to establish "mutually acceptable work schedule" upon employee request for a flexible or predictable work schedule. Mandates employers provide alternative work schedules.*

**HB 2007** Adds Employer Liability for Wage Discussions – **PASSED**. Creates a new unlawful employment practice against an employer who takes any negative employment action against an employee for discussing or disclosing “in any manner” his or her wages or those of another employee.

**HB 2009** Increases Statewide Minimum Wage – moved to House or Senate Rules. **THESE BILLS APPEAR DEAD TO MAKE WAY FOR HB2012**. Increases Oregon’s current minimum wage from \$9.25 to \$15 per hour by 2018. Other wage bills: **SB130, SB327, SB332, SB597, SB610, SB682, HB2004, HB 2008**

**HB 2012** increases Statewide Minimum Wage over 4 years to \$13.00 and repeals statewide preemption on setting HIGHER minimum wages – **concept (-1 amendments) introduced to amend this bill last week by Speaker Kotek. Public hearing held, bill resides in House Rules. We do not believe this bill will move this session. We understand there will be a workgroup in the interim on minimum wage, and we expect to deal with this specific concept during 2016.**

**HB2075** increases aviation fuel tax; benefits statewide aviation initiatives. **In W&M, Transportation and Economic Development. Work session scheduled for today at 3:00. Requires 3/5 vote to pass.**

**HB 2764** modifies circumstances under which attorney fees may be awarded in workers compensation claims – **Passed.**

**HB 3025** “Ban the Box”- Establishes unlawful practice of inquiring into or considering applicant's conviction history on application form or prior to interview or, if no interview is conducted, prior to conditional offer of employment - **Passed. Private right of action removed from bill; BOLI will manage enforcement.**

## **Died in Committee:**

**SB 19** Expands Liability for Wage Claims – Died in Senate Workforce  
Exposes shift supervisors, bookkeepers, farm labor contractors, farmers and others to the potential liability of wage claim allegations, even when based on honest mistakes. Also adds criminal liability to civil wage claims.

**HB 2010** Mandates Predictive Scheduling Requirements – Died in House Business & Labor

**HB 2386** Authorizes New Cease & Desist Authority for BOLI – Returned to Committee Subjects employers to potentially unjustified imposition of cease & desist orders by Bureau of Labor and Industries, which, once issued, could require costly court proceeding to have removed.

**HB 2540** Requires Prevailing Wage in Enterprise Zones – Died in House Business & Labor  
Eliminates the incentive to build projects inside Enterprise Zones by requiring prevailing wage to be paid on any privately owned projects developed on private land.

**HB 2606** Expands Family Leave for Siblings – Died in House Business & Labor  
Adds siblings as an additional category of family members for whom a worker may take leave to provide care.

**HB 3377** Mandates Predictive Scheduling Requirements – Died in House Business & Labor  
(SB888 counterpart)