

REVENUE: No revenue impact

FISCAL: No fiscal impact

Action: Do Pass
Vote: 4 - 1 - 0
Yeas: Avakian, Gordly, Monroe, Prozanski
Nays: 0
Exc.: Beyer
Prepared By: Anna Braun, Administrator
Meeting Dates: 5/02, 5/09

WHAT THE MEASURE DOES: Increases the timeframe in which an employee may file a retaliation complaint under occupational safety and health laws from 30 to 90 days. Declares an emergency, effective on passage.

ISSUES DISCUSSED:

- Justification for less than one year
- Alignment with other civil rights violations

EFFECT OF COMMITTEE AMENDMENT: No amendment.

BACKGROUND: A worker currently has 30 days to file a complaint alleging discrimination for opposing a practice that violated the Oregon Safe Employment Act (OSEA). The OSEA recognizes the right of employees to have a safe and healthful workplace, and prohibits discrimination against employees because of a complaint about, or in opposition to, workplace health and safety hazards. The Occupational Health and Safety Division of the Department of Consumer and Business Services administers the OSEA, while the Bureau of Labor and Industries (BOLI) enforces statutes relating to discrimination and retaliation complaints.

HB 2259 extends the time period for an employee to file a retaliation complaint from 30 days to 90 days, removing confusion for complainants who are unaware of the short timeframe they have to file. All other civil rights violations that BOLI enforces allow a worker up to one year to file a complaint.