

REVENUE: No revenue impact

FISCAL: No fiscal impact

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<b>Action:</b>	Do Pass
<b>Vote:</b>	5 - 0 - 0
<b>Yeas:</b>	Baertschiger, Burdick, Close, Prozanski, Roblan
<b>Nays:</b>	0
<b>Exc.:</b>	0
<b>Prepared By:</b>	Racquel Rancier, Administrator
<b>Meeting Dates:</b>	3/19, 3/21

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**WHAT THE MEASURE DOES:** Allows employer until noon on day after termination of employment to pay seasonal farmworker if end of harvest season, employer is farmworker camp operator, and farmworker is provided housing at no cost until paid.

**ISSUES DISCUSSED:**

- Original statute developed to protect workers from delay in final payment of wages and prevent workers from needing to find housing or pay additional rent while waiting for payment
- Court interpretation of “immediately” to mean by midnight
- Challenge for farmers to meet deadline
- Noon deadline to allow farmers time to process final payment while accommodating workers’ need to move on to next job

**EFFECT OF COMMITTEE AMENDMENT:** No amendment.

**BACKGROUND:** When an employee is terminated, or when an employee and employer mutually agree to terminate the employment relationship, ORS 652.140 requires employers to issue final payment no later than the end of the next business day. Seasonal farmworkers, however, are required to be paid in full for all wages immediately upon termination of employment. An employer that fails to provide final payment as required by law, may be required as a penalty to pay the employee at the employee’s hourly rate for eight hours per day from the due date of the final payment until the final payment is made, up to a maximum of 30 days.

Senate Bill 677 authorizes seasonal farmworkers to be paid no later than noon the day after termination of employment provided that certain conditions are met.