

REVENUE: No revenue impact

FISCAL: Fiscal statement issued

Action: Do Pass
Vote: 6 - 4 - 0
Yeas: Barton, Fagan, Holvey, Matthews, Witt, Doherty
Nays: Kennemer, Thatcher, Thompson, Weidner
Exc.: 0
Prepared By: Jan Nordlund, Administrator
Meeting Dates: 3/13, 4/17

WHAT THE MEASURE DOES: Modifies definition of employment-related terms in statutes relating to hours, wages, wage claims, employment conditions, employment agencies, farm labor contractors and construction contractors.

ISSUES DISCUSSED:

- Misclassification of employees as independent contractors
- Effort to conform language to federal law

EFFECT OF COMMITTEE AMENDMENT: No amendment.

BACKGROUND: The misclassification of employees as independent contractors, or as employees only of a subcontractor, has the potential to remove workers from the protection of laws governing wages and hours, anti-discrimination, unemployment insurance and workers' compensation. House Bill 3142 provides consistency in the definition of employment-related terms including "wages," "employer," "employee," and "employ" in ORS chapter 652 (wage and hour), chapter 653 (minimum wage and employment conditions), chapter 658 (employment agencies and farm labor contractors), chapter 701 (construction contractors).