

REVENUE: No revenue impact

FISCAL: Fiscal statement issued

Action:	Do Pass and Be Referred to the Committee on Rules
Vote:	10 - 0 - 0
Yeas:	Barton, Fagan, Holvey, Kennemer, Matthews, Thatcher, Thompson, Weidner, Witt, Doherty
Nays:	0
Exc.:	0
Prepared By:	Jan Nordlund, Administrator
Meeting Dates:	4/3, 4/10, 4/17

WHAT THE MEASURE DOES: Extends certain employee protections to persons performing work for educational purposes. Declares emergency, effective on passage.

ISSUES DISCUSSED:

- Types of individuals to be covered by protections
- Definition of “performing work for educational purposes”
- Whether volunteers would be covered
- Types of protections to be extended
- Specifics of amendment to be made in Committee on Rules
- Request to refer measure to Committee on Rules for consideration of amendment brought forth by Oregon University System and Bureau of Labor and Industries

EFFECT OF COMMITTEE AMENDMENT: No amendment.

BACKGROUND: House Bill 2669 provides the following protections to student interns, whether they are paid, unpaid or receiving any other form of compensation or benefit for the work performed:

- 659A.030: Discrimination based on race, color, religion, sex, sexual orientation, national origin, marital status or age prohibited.
- 659A.082: Discrimination based on military service.
- 659A.109, 659A.112, and 659A.142: Discrimination based on a disability.
- 659A.136: Medical examinations and inquiries of employees.
- 659A.199: Discrimination for reporting a violation of law.
- 659A.230: Discrimination for participating in a legal proceeding.
- 659A.233: Discrimination for reporting unemployment violation.
- 659A.236: Discrimination for testifying before Legislative Assembly.
- 659A.290: Discrimination based on being a victim of domestic violence, sexual assault, harassment or stalking.
- 659A.300: Requiring an invasive medical test.
- 659A.303: Obtaining or using genetic information.
- 659A.306: Requiring employee to pay for medical exam as a condition of employment.
- 659A.315: Restricting use of tobacco in nonworking hours.

The measure does not provide rights under the Oregon Family Leave Act or any other leave laws. It also does not create an employment relationship for purposes of wage and hour laws, minimum wage, wage-related employment conditions, child labor laws, occupational safety and health laws, workers’ compensation, unemployment, or farm labor contractor law.

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This summary has not been adopted or officially endorsed by action of the committee.