

REVENUE: No revenue impact
FISCAL: Fiscal statement issued

Action:	Do Pass the B-Engrossed Measure
Vote:	4 - 0 - 1
Yeas:	Baertschiger, Monnes Anderson, Prozanski, Shields
Nays:	0
Exc.:	George
Prepared By:	Channa Newell, Administrator
Meeting Dates:	5/15

WHAT THE MEASURE DOES: Provides certain workplace protections for domestic workers. Requires employer provide domestic workers with written notice of employment terms, overtime wages, twenty-four consecutive hours of rest each workweek and eight hours of uninterrupted sleep time in each 24-hour period. Requires employer keep accurate daily and weekly records of domestic worker's hours. Prohibits employer from possessing worker's passport, engaging in unwelcome sexual advances or harassment, or retaliating against worker for enforcing provisions of measure. Exempts certain individuals, casual laborers, and licensed individuals providing in-home health care. Requires Bureau of Labor and Industries adopt rules necessary for implementation, administration, and enforcement of domestic worker protections. Specifies violation of measure is unlawful employment practice and violation of Oregon Equality Act.

ISSUES DISCUSSED:

- Reports of abuse of domestic workers
- Experiences with passport held by abusive employers
- Value of work performed by domestic workers
- Paid personal leave only available after one year of employment
- Independent contractors not affected by measure
- Historical background on measure

EFFECT OF COMMITTEE AMENDMENT: No amendment.

BACKGROUND: Domestic workers are individuals who work in the home of another, providing child care, house cleaning, or other domestic services. Domestic workers may be nannies, house-keepers, or care providers. The 2010 American Community Survey (ACS) by the Census Bureau found 726,437 people employed in private households as domestic workers. The ACS found that 95 percent of those workers are female, 54 percent identified as a race other than white, and 46 percent were foreign born. A 2012 survey by the Center for Urban Economic Development at the University of Illinois at Chicago reports that domestic workers are often employed in substandard jobs and are not covered by federal or state labor protections. Proponents assert that there are nearly 10,000 domestic workers employed in Oregon, the vast majority of them women.

House Bill 2672-B provides protections for domestic workers, including overtime pay if more than 40 hours in a week are worked, or more than 44 hours are worked by live-in domestic workers. The measure requires employers provide written notice of hours, wages, and leave, and must keep accurate records of hours worked on a daily and weekly basis. Employers are prohibited from requesting possession of a worker's passport, engaging in unwelcome verbal or physical conduct of a sexual nature, subjecting the worker to harassment, and retaliating if the worker inquires about their rights, reports a violation, or files a complaint with the Bureau of Labor and Industries.

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