

**REVENUE:** No revenue impact  
**FISCAL:** Fiscal statement issued

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**Action:** Do Pass the A-Engrossed Measure  
**Vote:** 4 - 0 - 1  
**Yeas:** George, Monnes Anderson, Prozanski, Shields  
**Nays:** 0  
**Exc.:** Baertschiger  
**Prepared By:** Channa Newell, Administrator  
**Meeting Dates:** 5/24

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**WHAT THE MEASURE DOES:** Extends certain employee protections to interns performing work for educational purposes. Defines “intern.” Declares emergency; effective on passage.

**ISSUES DISCUSSED:**

- Protections against discrimination or harassment in work place
- Intention not to create wage or hour rights but to offer protections already offered to employees
- Concerns with frivolous lawsuits by interns
- Federal protections for students on campus do not extend to internship sites

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

**BACKGROUND:** Currently, Oregon workplace protections apply only to employees, and since student interns are not technically considered employees, specific protections are not provided for interns. House Bill 2669 -A provides the following protections to student interns, so long as they meet the definition of an intern:

- 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 create an employment relationship for purposes of wage and hour laws, minimum wages, child labor laws, occupational safety and health laws, workers’ compensation, unemployment, Oregon Family Leave Act, or other leave laws.

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