

# Senate Bill 677

Sponsored by Senators THOMSEN, COURTNEY, Representative KOTEK; Senators BAERTSCHIGER JR, DINGFELDER, GEORGE, HANSELL, JOHNSON, OLSEN, ROBLAN, SHIELDS, WHITSETT, Representatives BAILEY, BERGER, CLEM, DEMBROW, DOHERTY, FAGAN, GALLEGOS, HOYLE, HUFFMAN, JENSON, JOHNSON, KENY-GUYER, KOMP, MATTHEWS, REARDON, THOMPSON, UNGER, WITT

## SUMMARY

The following summary is not prepared by the sponsors of the measure and is not a part of the body thereof subject to consideration by the Legislative Assembly. It is an editor's brief statement of the essential features of the measure **as introduced**.

Creates exception to requirement that wages due to seasonal farmworker must be paid immediately after termination of employment.

## A BILL FOR AN ACT

Relating to payment of wages to seasonal farmworker on termination of employment; amending ORS 652.145.

**Be It Enacted by the People of the State of Oregon:**

**SECTION 1.** ORS 652.145 is amended to read:

652.145. (1) Notwithstanding ORS 652.140, if an employee has worked for an employer as a seasonal farmworker, whenever the employment terminates, all wages earned and unpaid become due and payable immediately[. *However,*] **except:**

**(a) Wages are due and payable by noon on the day after termination of the employment of the seasonal farmworker if:**

**(A) The termination occurs at the end of the harvest season;**

**(B) The employer is a farmworker camp operator described in ORS 658.715 (1)(b) or (c); and**

**(C) The farmworker is provided housing that complies with ORS 658.705 to 658.850 at no cost to the worker from the termination of work until wages due are paid.**

**(b)** If the employee quits without giving the employer at least 48 hours' notice, wages earned and unpaid are due and payable within 48 hours after the employee has quit, or at the next regularly scheduled payday after the employee has quit, whichever event first occurs.

**(2)** As used in this section, "seasonal farmworker" means an individual who, for an agreed remuneration or rate of pay, performs temporary labor for another in the production of farm products or in the planting, cultivating or harvesting of seasonal agricultural crops or in the forestation or reforestation of lands including, but not limited to, the planting, transplanting, tubing, precommercial thinning and thinning of trees and seedlings, the clearing, piling and disposal of brush and slash and other related activities.

**NOTE:** Matter in **boldfaced** type in an amended section is new; matter [*italic and bracketed*] is existing law to be omitted. New sections are in **boldfaced** type.