

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

SECTION 1. Section 2 of this 2013 Act is added to and made a part of ORS chapter 659A.

SECTION 2. (1) An intern is entitled to the protections provided under ORS 659A.030, 659A.082, 659A.109, 659A.112, 659A.136, 659A.142, 659A.199, 659A.230, 659A.233, 659A.236, 659A.290, 659A.300, 659A.303, 659A.306 and 659A.315.

(2) As used in this section, “Intern” means a person who performs work for an employer for the purpose of training, where the employer is not committed to hire the person at the conclusion of the training period, the employer and the person understand that the person is not entitled to wages for the work, and where the work:

- a. Is similar to training that would be given in an educational environment;
- b. Provides experience for the benefit of the person performing the work;
- c. Does not displace regular employees, but is performed under close supervision of existing staff;
and
- d. Provides no immediate advantage to the employer providing the training, and on occasion may actually impede employer’s operations.

(3) Nothing in this section creates an employment relationship between an employer and an intern for any purpose, including but not limited to the provisions of ORS chapter 652, 653, 654, 656, 657 or 658.