



Oregon

Bureau of Labor and Industries

Brad Avakian
Commissioner

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Testimony to House Business and Labor Committee

Provided by: Paloma Sparks, Legislative Director, Oregon Bureau of Labor and Industries

The Oregon Bureau of Labor and Industries (BOLI) appreciates the opportunity to testify in support of HB 2005, which would expand sick time to all Oregonians.

The Bureau of Labor and Industries enforces anti-discrimination laws that apply to workplaces, housing and public accommodations; enforces wage and hour laws; educates employers to avoid unnecessary worker complaints; and partners with labor, business and other organizations to develop a highly-skilled, competitive workforce in Oregon.

You have already heard an overview of how the proposed statewide sick time bill would work. I will provide you information on how the Bureau worked with Portland to develop enforcement and education tools. We are currently working with Eugene on similar efforts. The agency is prepared to assist employers and workers with a statewide sick time law.

The Bureau enforces the Portland sick time protections. This includes workers' the rights to take paid and unpaid sick time and enforcement of the right to take that protected sick time without fear of retaliation. We also provide education to employers through seminars, written materials and the Technical Assistance for Employers hotline.

A key aspect to the success in Portland has been the work done to educate employers. Our Technical Assistance for Employers put on several large trainings and assisted the city in public outreach. After training and informational campaigns throughout the city the number of employer questions to Technical Assistance stabilized.

One of the challenges employers have faced was tracking when workers were in the bounds of the city and when they were not. A statewide policy could ease that difficulty. Additionally, the ability to front-load leave times eased the tracking issue for many employers. Technical Assistance advises employers to do just that where feasible.

The Bureau of Labor and Industries is ready to help the legislature expand sick leave to all Oregonians. We will develop comprehensive employer education materials through our Technical Assistance program to assist employers and enforcement tools to ensure that workers get the sick time they are entitled to under the new law.

Thank you for the opportunity to update the committee.

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