

PRELIMINARY STAFF MEASURE SUMMARY

Senate Committee On Workforce and General Government

Fiscal: May have fiscal impact, but no statement yet issued

Revenue: May have revenue impact, but no statement yet issued

Action Date:

Action:

Meeting Dates:

Prepared By: Jan Nordlund, Committee Administrator

WHAT THE MEASURE DOES:

- Specifies information that must be included on itemized paystub. Requires employer to maintain time and pay records of terminated employee for three years and provide records to employee upon request. Establishes private right of action for violation.
- Authorizes Labor Commissioner to require employer to provide bond if employer does not establish and maintain regular payday. Authorizes Labor Commission to administratively compel employer to provide bond or cease doing business.
- Authorizes Labor Commissioner to use Wage Security Fund to administer and enforce provisions of ORS chapters 652 (hours, wages, wage claims, and records) and 653 (minimum wage, employment conditions, and minors).
- Prohibits contractor or subcontractor or their agent from failing to pay prevailing wage rate and other specified actions taken to avoid cost of prevailing wage rate. Punishes violation by maximum of five years' imprisonment, \$125,000 fine, or both.
- Becomes operative January 1, 2017. Declares emergency, effective on passage.

ISSUES DISCUSSED:

EFFECT OF COMMITTEE AMENDMENT:

No amendment.

BACKGROUND: