



OREGON STATE SENATE

Bill Brief: SB 1587-A

Strengthening Wage Enforcement

Background:

Senate Bill 1587-A is the product of months of meetings with stakeholders from industry, labor and workers' rights advocates with the goal of increasing enforcement against employers who are not paying workers the wages they are owed. The -3 amendments to the bill removed the private right of action, and addressed a number of other concerns raised by employers.

With adoption of the -3 amendments in the Workforce Committee, SB 1587A:

- Protects workers and contractors from dishonest subcontractors who attempt to "game" the prevailing wage requirements for public projects by making it a Class C Felony to violate prevailing wage laws.
- Aligns the definition of "time and pay records" and the retention period for those records with current federal law and BOLI rules that employers are already subject to.
- Allows BOLI to have three new positions funded through the Wage Security Fund and clarifies that priority for monies in the Fund will continue to be paying unpaid wages to workers. These positions will be focused on investigating and enforcing claims of underpaid and unpaid wages.

You have an amendment before you from the office of Senator Johnson that makes some minor technical changes requested by the business community.

There is a minimal fiscal cost to the General Fund, but the Ways & Means Committee needs to approve the authority of BOLI to hire the three positions from the Wage Security Fund.

This bill represents a compromise and a focused approach targeted at the truly bad actors.

SB 1587A is supported by Associated Oregon Industries, Oregon Trucking Association, Oregon Home Builders Association, and Associated General Contractors.

