

Requested by HOUSE COMMITTEE ON BUSINESS AND LABOR

**PROPOSED AMENDMENTS TO  
HOUSE BILL 4054**

1 On page 1 of the printed bill, line 2, after the first semicolon insert  
2 “creating new provisions;” and delete “repealing ORS 653.017;”.

3 Delete lines 5 through 30 and delete page 2 and insert:

4 **“SECTION 1.** ORS 653.025 is amended to read:

5 “653.025. (1) Except as provided [*by*] **in subsections (2) and (3) of this**  
6 **section**, ORS 652.020 and the rules of the Commissioner of the Bureau of  
7 Labor and Industries issued under ORS 653.030 and 653.261, for each hour  
8 of work time that the employee is gainfully employed, no employer shall  
9 employ or agree to employ any employee at wages computed at a rate lower  
10 than:

11 “[*a*] *For calendar year 1997, \$5.50.*”

12 “[*b*] *For calendar year 1998, \$6.00.*”

13 “[*c*] *For calendar years after December 31, 1998, and before January 1,*  
14 *2003, \$6.50.*”

15 “[*d*] **(a)** For calendar year 2003, \$6.90.

16 “[*e*] **(b)** [*For calendar years after 2003*] **From January 1, 2004, to June**  
17 **30, 2016**, a rate adjusted for inflation **as calculated by the commissioner.**

18 **“(c) From July 1, 2016, to June 30, 2017, \$9.75.**

19 **“(d) From July 1, 2017, to June 30, 2018, \$10.25.**

20 **“(e) From July 1, 2018, to June 30, 2019, \$10.75.**

21 **“(f) From July 1, 2019, to June 30, 2020, \$11.25.**

1       “(g) From July 1, 2020, to June 30, 2021, \$12.

2       “(h) From July 1, 2021, to June 30, 2022, \$12.75.

3       “(i) From July 1, 2022, to June 30, 2023, \$13.50.

4       “(j) After June 30, 2023, beginning on July 1 of each year, a rate  
5 adjusted annually for inflation as described in subsection (5) of this  
6 section.

7       “(2) If the employer is located within the urban growth boundary  
8 of a metropolitan service district organized under ORS chapter 268,  
9 except as provided by ORS 652.020 and the rules of the commissioner  
10 issued under ORS 653.030 and 653.261, for each hour of work time that  
11 the employee is gainfully employed, no employer shall employ or agree  
12 to employ any employee at wages computed at a rate lower than:

13       “(a) From July 1, 2016, to June 30, 2017, \$9.75.

14       “(b) From July 1, 2017, to June 30, 2018, \$11.25.

15       “(c) From July 1, 2018, to June 30, 2019, \$12.

16       “(d) From July 1, 2019, to June 30, 2020, \$12.50.

17       “(e) From July 1, 2020, to June 30, 2021, \$13.25.

18       “(f) From July 1, 2021, to June 30, 2022, \$14.

19       “(g) From July 1, 2022, to June 30, 2023, \$14.75.

20       “(h) After June 30, 2023, an employer described in this subsection  
21 shall pay an employee no less than \$1.25 per hour more than the  
22 minimum wage determined under subsection (1)(j) of this section.

23       “(3) If the employer is located within a nonurban county as de-  
24 scribed in section 2 of this 2016 Act, except as provided by ORS 652.020  
25 and the rules of the commissioner issued under ORS 653.030 and  
26 653.261, for each hour of work time that the employee is gainfully  
27 employed, no employer shall employ or agree to employ any employee  
28 at wages computed at a rate lower than:

29       “(a) From July 1, 2016, to June 30, 2017, \$9.50.

30       “(b) From July 1, 2017, to June 30, 2018, \$10.

1       “(c) From July 1, 2018, to June 30, 2019, \$10.50.

2       “(d) From July 1, 2019, to June 30, 2020, \$11.

3       “(e) From July 1, 2020, to June 30, 2021, \$11.50.

4       “(f) From July 1, 2021, to June 30, 2022, \$12.

5       “(g) From July 1, 2022, to June 30, 2023, \$12.50.

6       “(h) After June 30, 2023, an employer described in this subsection  
7 shall pay an employee no less than \$1 per hour less than the minimum  
8 wage determined under subsection (1)(j) of this section.

9       “(4) The commissioner shall adopt rules for determining an  
10 employer’s location under subsection (2) of this section.

11       “[(2)(a)] (5)(a) The Oregon minimum wage shall be adjusted [*annually*] for  
12 inflation[,] as provided in paragraph (b) of this subsection.

13       “(b) No later than [*September*] **April** 30 of each year, beginning in [*cal-*  
14 *endar year 2003*] **2023**, the commissioner shall calculate an adjustment of the  
15 wage amount specified in subsection (1)(j) of this section based upon the  
16 increase, **if any**, [*(if any)*] from [*August*] **March** of the preceding year to  
17 [*August*] **March** of the year in which the calculation is made in the  
18 U.S. City Average Consumer Price Index for All Urban Consumers for All  
19 Items as prepared by the Bureau of Labor Statistics of the United States  
20 Department of Labor or its successor.

21       “(c) The wage amount [*established*] **as adjusted** under this subsection  
22 shall[:]

23       “[(A)] be rounded to the nearest five cents[; *and*].

24       “[(B)] (d) **The wage amount as adjusted under this subsection** [*be-*  
25 *come*] **becomes** effective as the new Oregon minimum wage **amount**, re-  
26 placing the [*dollar figure specified in subsection (1)*] **minimum wage**  
27 **amount specified in subsection (1)(j)** of this section, on [*January 1 of the*  
28 *following year*] **July 1 of the year in which the calculation is made.**

29       “**SECTION 2. For purposes of ORS 653.025, ‘nonurban counties’**  
30 **means any of the following counties:**

- 1       **“(1) Baker;**  
2       **“(2) Coos;**  
3       **“(3) Crook;**  
4       **“(4) Curry;**  
5       **“(5) Douglas;**  
6       **“(6) Gilliam;**  
7       **“(7) Grant;**  
8       **“(8) Harney;**  
9       **“(9) Jefferson;**  
10      **“(10) Klamath;**  
11      **“(11) Lake;**  
12      **“(12) Malheur;**  
13      **“(13) Morrow;**  
14      **“(14) Sherman;**  
15      **“(15) Umatilla;**  
16      **“(16) Union;**  
17      **“(17) Wallowa; or**  
18      **“(18) Wheeler.**

19      **“SECTION 3. This 2016 Act being necessary for the immediate**  
20 **preservation of the public peace, health and safety, an emergency is**  
21 **declared to exist, and this 2016 Act takes effect on its passage.”.**

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