

SB 999 STAFF MEASURE SUMMARY

Senate Committee On Workforce

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Meeting Dates: 4/12

WHAT THE MEASURE DOES:

Prohibits person from filing simultaneous or consecutive claims against employer during employment and on termination of employment for substantially similar alleged violations of certain wage and hour violations if employer failed to remedy alleged wage and hour violation prior to employee's separation from employment. Limits employer's liability to pay penalty wages for certain wage and hour violations.

ISSUES DISCUSSED:

EFFECT OF AMENDMENT:

BACKGROUND:

Employers are required to follow laws covering the state and federal minimum wage, overtime requirements, working conditions, child labor, farm and forest labor contracting and wage payment. Oregon's Bureau of Labor and Industries (BOLI) enforces these laws through its Wage and Hour Division. Employees alleging a violation can file a claim with BOLI or, for certain violations, can take their case to court.

If an employee is fired or employment is terminated by mutual agreement, all earned wages are due no later than the end of the first business day after discharge or termination. An employee who quits with 48-hour notice must be paid on the last working day, but if less notice is provided, the employer has five days (excluding weekends and holidays) or the next payday, whichever occurs first, to provide the final paycheck.

Senate Bill 999 limits employee's remedies and penalties for certain wage and hour violations by prohibiting employee who claims that employer failed to pay certain wages during employment from seeking additional remedies for employer's failure to pay unpaid wages at the time of the employee's separation from employment for the same or substantially similar alleged violations.