

**HB 2167 STAFF MEASURE SUMMARY**

**House Committee On Business and Labor**

---

**Prepared By:** Jan Nordlund, LPRO Analyst

**Meeting Dates:** 2/13

---

**WHAT THE MEASURE DOES:**

Creates unlawful employment practice and violation of Oregon Safe Employment Act for creating or maintaining abusive work environment. Provides private right of action for worker claiming that employer created or maintained abusive work environment.

**ISSUES DISCUSSED:**

**EFFECT OF AMENDMENT:**

No amendment.

**BACKGROUND:**

Oregon's workplace safety and health law, known as the Oregon Safe Employment Act, was passed in 1973, three years after the federal Occupational Safety and Health Act (OSHA) was signed into law. The Oregon OSHA Division within the Department of Consumer and Business Services enforces the workplace safety and health laws and rules. Oregon has an agreement with the federal government to administer its own program as long as federal standards for worker protections are met. Oregon OSHA is responsible for enforcing the broad statute (ORS 654.015) prohibiting an employer from constructing or maintaining any place of employment that is unsafe or detrimental to health. House Bill 2167 defines, in effect, a place that is unsafe or detrimental to health to include an abusive work environment that an employer knew or should have known existed and failed to take prompt and appropriate correction action. The measure also provides a private right of action for violations of the Act.