

# House Bill 2915

Sponsored by Representative HACK; Representatives BARRETO, BENTZ, BUEHLER, ESQUIVEL, HUFFMAN, KENNEMER, NOBLE, OLSON, RESCHKE, SMITH DB, SPRENGER, STARK, WHISNANT, WILSON, Senator OLSEN

## SUMMARY

The following summary is not prepared by the sponsors of the measure and is not a part of the body thereof subject to consideration by the Legislative Assembly. It is an editor's brief statement of the essential features of the measure **as introduced**.

Allows employer to pay federal minimum wage to youth employee during employee's initial period of employment. Makes unlawful employment practice to displace higher wage-earning employee to pay lower rate.

## A BILL FOR AN ACT

1  
2 Relating to payment of the federal minimum wage to a youth employee during the initial period of  
3 employment; creating new provisions; and amending ORS 659A.885.

4 **Be It Enacted by the People of the State of Oregon:**

5 **SECTION 1. (1) Notwithstanding ORS 653.025, for each hour of work time that an em-**  
6 **ployee described in subsection (2) of this section is gainfully employed anywhere in this state,**  
7 **no employer shall employ or agree to employ the employee at a rate lower than the applicable**  
8 **federal minimum hourly wage prescribed by section 6(a)(1) of the Fair Labor Standards Act.**

9 **(2) Notwithstanding ORS 659A.030, subsection (1) of this section applies to an employee**  
10 **during the first 90 consecutive calendar days after the employer initially employs the em-**  
11 **ployee, if the employee is under 20 years of age.**

12 **(3) An employer may not lay off, terminate, displace or otherwise reduce the number of**  
13 **employees with the intention of filling a vacancy with an employee described in subsection**  
14 **(2) of this section at the wage described in subsection (1) of this section.**

15 **(4) A violation of subsection (3) of this section is an unlawful employment practice under**  
16 **ORS chapter 659A. A person unlawfully discriminated against under this section may file a**  
17 **complaint under ORS 659A.820 with the Commissioner of the Bureau of Labor and Industries.**

18 **SECTION 2. ORS 659A.885, as amended by section 5, chapter 73, Oregon Laws 2016, is amended**  
19 **to read:**

20 659A.885. (1) Any person claiming to be aggrieved by an unlawful practice specified in sub-  
21 section (2) of this section may file a civil action in circuit court. In any action under this subsection,  
22 the court may order injunctive relief and any other equitable relief that may be appropriate, in-  
23 cluding but not limited to reinstatement or the hiring of employees with or without back pay. A  
24 court may order back pay in an action under this subsection only for the two-year period imme-  
25 diately preceding the filing of a complaint under ORS 659A.820 with the Commissioner of the Bureau  
26 of Labor and Industries, or if a complaint was not filed before the action was commenced, the two-  
27 year period immediately preceding the filing of the action. In any action under this subsection, the  
28 court may allow the prevailing party costs and reasonable attorney fees at trial and on appeal. Ex-  
29 cept as provided in subsection (3) of this section:

30 (a) The judge shall determine the facts in an action under this subsection; and

**NOTE:** Matter in **boldfaced** type in an amended section is new; matter *[italic and bracketed]* is existing law to be omitted. New sections are in **boldfaced** type.

1 (b) Upon any appeal of a judgment in an action under this subsection, the appellate court shall  
 2 review the judgment pursuant to the standard established by ORS 19.415 (3).

3 (2) An action may be brought under subsection (1) of this section alleging a violation of ORS  
 4 10.090, 10.092, 25.337, 25.424, 171.120, 408.230, 408.237 (2), 475B.233, 476.574, 652.355, 653.060, 653.601  
 5 to 653.661, 659.852, 659A.030, 659A.040, 659A.043, 659A.046, 659A.063, 659A.069, 659A.082, 659A.088,  
 6 659A.103 to 659A.145, 659A.150 to 659A.186, 659A.194, 659A.199, 659A.203, 659A.218, 659A.228,  
 7 659A.230, 659A.233, 659A.236, 659A.250 to 659A.262, 659A.277, 659A.290, 659A.300, 659A.306,  
 8 659A.309, 659A.315, 659A.318, 659A.320, 659A.355, 659A.421, 653.547 or 653.549 **or section 1 of this**  
 9 **2017 Act.**

10 (3) In any action under subsection (1) of this section alleging a violation of ORS 25.337, 25.424,  
 11 659.852, 659A.030, 659A.040, 659A.043, 659A.046, 659A.069, 659A.082, 659A.103 to 659A.145, 659A.199,  
 12 659A.203, 659A.228, 659A.230, 659A.250 to 659A.262, 659A.290, 659A.318, 659A.421, 653.547 or 653.549:

13 (a) The court may award, in addition to the relief authorized under subsection (1) of this section,  
 14 compensatory damages or \$200, whichever is greater, and punitive damages;

15 (b) At the request of any party, the action shall be tried to a jury;

16 (c) Upon appeal of any judgment finding a violation, the appellate court shall review the judg-  
 17 ment pursuant to the standard established by ORS 19.415 (1); and

18 (d) Any attorney fee agreement shall be subject to approval by the court.

19 (4) In any action under subsection (1) of this section alleging a violation of ORS 652.355 or  
 20 653.060, the court may award, in addition to the relief authorized under subsection (1) of this section,  
 21 compensatory damages or \$200, whichever is greater.

22 (5) In any action under subsection (1) of this section alleging a violation of ORS 171.120, 476.574  
 23 or 659A.218, the court may award, in addition to the relief authorized under subsection (1) of this  
 24 section, compensatory damages or \$250, whichever is greater.

25 (6) In any action under subsection (1) of this section alleging a violation of ORS 10.090 or 10.092,  
 26 the court may award, in addition to the relief authorized under subsection (1) of this section, a civil  
 27 penalty in the amount of \$720.

28 (7) Any individual against whom any distinction, discrimination or restriction on account of  
 29 race, color, religion, sex, sexual orientation, national origin, marital status or age, if the individual  
 30 is 18 years of age or older, has been made by any place of public accommodation, as defined in ORS  
 31 659A.400, by any employee or person acting on behalf of the place or by any person aiding or  
 32 abetting the place or person in violation of ORS 659A.406 may bring an action against the operator  
 33 or manager of the place, the employee or person acting on behalf of the place or the aider or abettor  
 34 of the place or person. Notwithstanding subsection (1) of this section, in an action under this sub-  
 35 section:

36 (a) The court may award, in addition to the relief authorized under subsection (1) of this section,  
 37 compensatory and punitive damages;

38 (b) The operator or manager of the place of public accommodation, the employee or person  
 39 acting on behalf of the place, and any aider or abettor shall be jointly and severally liable for all  
 40 damages awarded in the action;

41 (c) At the request of any party, the action shall be tried to a jury;

42 (d) The court shall award reasonable attorney fees to a prevailing plaintiff;

43 (e) The court may award reasonable attorney fees and expert witness fees incurred by a de-  
 44 fendant who prevails only if the court determines that the plaintiff had no objectively reasonable  
 45 basis for asserting a claim or no reasonable basis for appealing an adverse decision of a trial court;

1 and

2 (f) Upon any appeal of a judgment under this subsection, the appellate court shall review the  
3 judgment pursuant to the standard established by ORS 19.415 (1).

4 (8) When the commissioner or the Attorney General has reasonable cause to believe that a  
5 person or group of persons is engaged in a pattern or practice of resistance to the rights protected  
6 by ORS 659A.145 or 659A.421 or federal housing law, or that a group of persons has been denied  
7 any of the rights protected by ORS 659A.145 or 659A.421 or federal housing law, the commissioner  
8 or the Attorney General may file a civil action on behalf of the aggrieved persons in the same  
9 manner as a person or group of persons may file a civil action under this section. In a civil action  
10 filed under this subsection, the court may assess against the respondent, in addition to the relief  
11 authorized under subsections (1) and (3) of this section, a civil penalty:

12 (a) In an amount not exceeding \$50,000 for a first violation; and

13 (b) In an amount not exceeding \$100,000 for any subsequent violation.

14 (9) In any action under subsection (1) of this section alleging a violation of ORS 659A.145 or  
15 659A.421 or alleging discrimination under federal housing law, when the commissioner is pursuing  
16 the action on behalf of an aggrieved complainant, the court shall award reasonable attorney fees to  
17 the commissioner if the commissioner prevails in the action. The court may award reasonable at-  
18 torney fees and expert witness fees incurred by a defendant that prevails in the action if the court  
19 determines that the commissioner had no objectively reasonable basis for asserting the claim or for  
20 appealing an adverse decision of the trial court.

21 (10) In an action under subsection (1) or (8) of this section alleging a violation of ORS 659A.145  
22 or 659A.421 or discrimination under federal housing law:

23 (a) "Aggrieved person" includes a person who believes that the person:

24 (A) Has been injured by an unlawful practice or discriminatory housing practice; or

25 (B) Will be injured by an unlawful practice or discriminatory housing practice that is about to  
26 occur.

27 (b) An aggrieved person in regard to issues to be determined in an action may intervene as of  
28 right in the action. The Attorney General may intervene in the action if the Attorney General cer-  
29 tifies that the case is of general public importance. The court may allow an intervenor prevailing  
30 party costs and reasonable attorney fees at trial and on appeal.

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