

**A-Engrossed**  
**House Bill 3008**

Ordered by the House April 13  
Including House Amendments dated April 13

Sponsored by Representative MALSTROM

**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.

Prohibits employer from requiring employee to create, file or sign documents containing *[false]* information **that employer knows is false** related to hours worked or compensation received by employee. Establishes private cause of action. Authorizes court to award statutory damages of \$1,000 or more per violation, injunctive relief, attorney fees and costs. Authorizes Commissioner of Bureau of Labor and Industries to assess civil penalty up to \$1,000 per violation.

**A BILL FOR AN ACT**

1  
2 Relating to false employment records.

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

4 **SECTION 1. Section 2 of this 2017 Act is added to and made a part of ORS chapter 652.**

5 **SECTION 2. An employer may not:**

6 (1) **Compel, coerce or otherwise induce or attempt to induce an employee to create, file**  
7 **or sign documents containing information that the employer knows is false related to the**  
8 **hours worked or compensation received by the employee.**

9 (2) **In addition to any other remedy provided by law, an employee has a private cause of**  
10 **action for a violation of subsection (1) of this section. The court may award actual damages**  
11 **or \$1,000 for each violation, whichever is greater, injunctive relief, attorney fees and costs.**  
12 **The court shall count each pay period in which a violation occurs or continues as a separate**  
13 **violation.**

14 (3) **In addition to any other relief provided by law, the Commissioner of the Bureau of**  
15 **Labor and Industries may assess a civil penalty under ORS 183.745 not to exceed \$1,000 for**  
16 **each violation of subsection (1) of this section. The commissioner shall count each pay period**  
17 **in which a violation occurs or continues as a separate violation.**

18 (4) **The commissioner has the same enforcement powers with respect to the rights es-**  
19 **tablished under subsections (1) to (3) of this section as are established in ORS chapters 652**  
20 **and 653.**

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**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.