

**A-Engrossed**  
**House Bill 3458**

Ordered by the House June 27  
Including House Amendments dated June 27

Sponsored by COMMITTEE ON RULES (at the request of Representative Jennifer Williamson)

**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.

Directs employer in specified industries to pay greater of daily or weekly overtime when employee is eligible for both in same workweek. Defines "workweek" for purposes of calculating weekly hours worked. Declares that employer satisfies certain overtime laws by paying greater of applicable daily or weekly overtime.

Prohibits employer from requiring certain employees to work more than 60 hours in one workweek.

**Provides undue hardship period exemption to employer that processes perishable products. Allows employer to permit certain employees to work up to 80 hours in one workweek during undue hardship period. Limits combined total duration of undue hardship period to 120 days in calendar year.**

Requires 10-hour rest period between certain work shifts.

Creates private cause of action to enforce certain overtime laws. Authorizes court to award costs, disbursements and reasonable attorney fees to prevailing plaintiff for violations of certain overtime laws.

**Imposes civil penalties against employer that coerces employee to consent to work certain additional hours.**

**A BILL FOR AN ACT**

1  
2 Relating to work time limits; creating new provisions; and amending ORS 652.010, 652.020, 652.355,  
3 652.990, 653.060, 653.256, 653.261, 653.265 and 659A.885.

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

5 **SECTION 1.** ORS 652.020 is amended to read:

6 652.020. (1) **As used in this section:**

7 (a) **"Perishable product" means any product that may spoil, deteriorate or undergo other**  
8 **material changes that render it unsuitable for the use for which it was produced. "Perishable**  
9 **product" includes agricultural crops, meat and fish.**

10 (b) **"Undue hardship period" means the period of time during which perishable product**  
11 **must be processed after harvesting, slaughter or catch.**

12 (c) **"Workweek" means a fixed period of time established by an employer that reflects a**  
13 **regularly recurring period of 168 hours or seven consecutive 24-hour periods. A workweek**  
14 **may begin on any day of the week and any hour of the day and need not coincide with a**  
15 **calendar week. The beginning of the workweek may be changed if the change is intended to**  
16 **be permanent and is not designed to evade overtime requirements.**

17 [(1)] (2)(a) [*No person shall be*] **Except as provided in paragraphs (b) and (c) of this sub-**  
18 **section and subsection (3) of this section, an employer may not require or permit an em-**  
19 **ployee employed in any mill, factory or manufacturing establishment in this state to work**  
20 **more than:**

**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 (A) 10 hours in any one day[, or in sawmills, planing mills, shingle mills and logging camps more  
2 than]; or

3 (B) 55 hours in one workweek.

4 (b) An employer may permit an employee described in paragraph (a) of this subsection  
5 to work up to 60 hours in one workweek if the employee requests or consents in writing to  
6 work more than 55 hours in the workweek.

7 (c) An employer may permit an employee who has consented to work more than 55 hours  
8 in one workweek under paragraph (b) of this subsection to work up to 80 hours in one  
9 workweek during the period of time that the employer is eligible for an undue hardship pe-  
10 riod exemption under subsection (4) of this section.

11 (d) Except as provided in subsection (3) of this section, an employer may not require or  
12 permit an employee employed in a sawmill, planing mill, shingle mill or logging camp to work  
13 more than:

14 (A) Eight hours, exclusive of one hour, more or less, in one day; or [more than]

15 (B) 48 hours in one workweek. [calendar week, except logging train crews, guards, boiler opera-  
16 tors and persons engaged in the transportation to and from work, and employees when engaged in  
17 making necessary repairs, or in the case of emergency where life and property are in imminent danger.  
18 However, employees may work overtime not to exceed three hours in one day, conditioned that payment  
19 be made for said overtime at the rate of time and one-half the regular wage.]

20 (3)(a) An employee may work overtime up to three hours more than the applicable limit  
21 for the maximum allowable hours of employment in one day as described in subsection (2)  
22 of this section.

23 (b) An employer shall compensate an employee who works overtime hours described in  
24 paragraph (a) of this subsection at one and one-half times the employee's regular rate of pay  
25 for each overtime hour or portion of an hour the employee works.

26 (c) An employer shall calculate an employee's overtime compensation on a daily basis  
27 under paragraph (b) of this subsection and on a weekly basis under ORS 653.261 (1) and pay  
28 the greater of the two amounts if, during the same workweek, the employee works more  
29 than:

30 (A) The applicable limit for the maximum allowable hours of employment in one day as  
31 described in subsection (2) of this section; and

32 (B) Forty hours in one workweek as described in ORS 653.261 (1).

33 (d) An employer that makes an overtime payment to an employee pursuant to paragraph  
34 (c) of this subsection satisfies the overtime compensation requirements under this sub-  
35 section and ORS 653.261 (1).

36 (4)(a) An employer is eligible for an undue hardship period exemption from the re-  
37 strictions on work hours under subsection (2)(a) and (b) of this section if the employer, in  
38 the ordinary course of the employer's business, processes perishable products. The undue  
39 hardship period exemption shall be effective only during an undue hardship period. An em-  
40 ployer may be eligible for more than one undue hardship period exemption in a calendar  
41 year. However, the combined total duration of the employer's undue hardship period ex-  
42 emptions may not exceed 120 days in a calendar year.

43 (b) To claim an undue hardship period exemption, an employer must provide notice of the  
44 undue hardship period to the Commissioner of the Bureau of Labor and Industries and obtain  
45 written consent from each employee who the employer will request to work up to 80 hours

1 in a workweek during the undue hardship period.

2 (c)(A) The notice the employer sends to the commissioner under paragraph (b) of this  
3 subsection must be in a form prescribed by the commissioner by rule and include a de-  
4 scription of the reasons for the undue hardship period, the start and expected end dates of  
5 the undue hardship period and any other information required by the commissioner.

6 (B) The employee's written consent shall be in a form prescribed by the commissioner  
7 by rule and include a description of the employer's reasons for the undue hardship period,  
8 the start and expected end dates of the undue hardship period, a statement that the em-  
9 ployee consents to working up to 80 hours in a workweek during the undue hardship period,  
10 contact information for the Bureau of Labor and Industries and any other information re-  
11 quired by the commissioner.

12 (d) An employee's consent under this subsection to work up to 80 hours in one workweek  
13 during an undue hardship period is in addition to, and not in lieu of, the employee's consent  
14 under subsection (2)(b) of this section to work more than 55 hours in one workweek.

15 (e) The commissioner shall adopt rules to implement the provisions of this subsection.

16 (5) An employer may not:

17 (a) Require any employee employed in a mill, factory or manufacturing establishment in  
18 this state to begin a work shift less than 10 hours after the end of the employee's previous  
19 work shift if the employee's previous work shift totaled eight or more hours, unless the  
20 employer requires the employee to work additional hours due to disruptions in business op-  
21 erations caused by a power outage, major equipment breakdown, severe weather or similar  
22 emergency outside the employer's control;

23 [(2)] (b) [No employer shall] Require or permit any [person] employee to work in any place  
24 [mentioned] described in this section for more hours than the hours provided for in this section  
25 during any day of 24 hours[.];

26 (c) [No employer shall permit or suffer] Permit an overseer, superintendent or other agent of the  
27 employer to violate this section[.];

28 (d) Coerce an employee into consenting under subsection (2)(b) of this section to work  
29 more than 55 hours in one workweek; or

30 (e) Coerce an employee into consenting under subsection (2)(c) of this section to work  
31 up to 80 hours in one workweek.

32 [(3)] (6) This section does not apply to:

33 (a) An employee performing work as a member of a logging train crew, as a guard or as  
34 a boiler operator;

35 (b) An employee engaged in the transportation of workers to and from work;

36 (c) [Persons employed] An employee engaged in the care of quarters or livestock, the con-  
37 ducting of mess halls, the superintendence and direction of work[,] or [to] the loading and removal  
38 of [the] finished forest product[.]; or

39 (d) An employee when engaged in making necessary repairs or in the case of emergency  
40 where life or property is in imminent danger.

41 [(4)] (7) Subsections [(1) and] (2) to (5) of this section do not apply to employees who are re-  
42 presented by a labor organization for purposes of collective bargaining with their employer, provided  
43 limits on the required hours of work and overtime payment have been agreed to between the em-  
44 ployer and labor organization, or if no agreement is reached, then, for the purposes of this sub-  
45 section, such limits and payments shall not be deemed to be changed from the previous collective

1 bargaining agreement between the employer and labor organization unless the employees have been  
2 locked out, are engaged in a strike or the employer has unilaterally implemented new terms and  
3 conditions of employment.

4 **(8)(a) In addition to any other remedy provided by law, an employee has a private cause**  
5 **of action against an employer if the employer violates subsection (2) or (3) of this section**  
6 **by requiring the employee to work more than:**

7 **(A) Three hours more than the applicable limit for the maximum allowable hours of**  
8 **employment in one day; or**

9 **(B) The applicable limit for the maximum allowable hours of employment in one**  
10 **workweek.**

11 **(b) If the employee prevails in an action under this section, the court shall enter judg-**  
12 **ment against the employer for:**

13 **(A) Actual damages or \$3,000 per claim, whichever is greater;**

14 **(B) Equitable relief; and**

15 **(C) Liquidated damages in an amount equal to twice the employee's overtime wages**  
16 **earned during the period not allowed under subsection (2) or (3) of this section.**

17 **(c) In an action brought under this subsection, the court may award to the prevailing**  
18 **plaintiff costs, disbursements and reasonable attorney fees. Any attorney fee agreement is**  
19 **subject to approval by the court.**

20 **(9)(a) Notwithstanding ORS 652.900, in addition to any other penalty provided by law, the**  
21 **commissioner may assess the following civil penalties against an employer that the com-**  
22 **missioner determines has coerced an employee into consenting to work more than 55 hours**  
23 **in one workweek:**

24 **(A) \$2,000 per violation if the employer coerced an employee into consenting under sub-**  
25 **section (2)(b) of this section to work up to 60 hours in one workweek; and**

26 **(B) \$3,000 per violation if the employer coerced an employee into consenting under sub-**  
27 **section (2)(c) of this section to work up to 80 hours in one workweek.**

28 **(b) Each violation described in paragraph (a) of this subsection is a separate and distinct**  
29 **offense. In the case of a continuing violation, each week's continuance is a separate and**  
30 **distinct violation.**

31 **(c) Civil penalties authorized by this subsection shall be imposed in the manner provided**  
32 **in ORS 183.745. All sums collected as penalties under this subsection shall be applied and paid**  
33 **over as provided in ORS 652.900.**

34 **SECTION 2. ORS 652.355 is amended to read:**

35 652.355. (1) An employer may not discharge or in any other manner discriminate against an  
36 employee because:

37 (a) The employee has made a wage claim or discussed, inquired about or consulted an attorney  
38 or agency about a wage claim[.];

39 (b) The employee has caused to be instituted any proceedings under or related to ORS 652.310  
40 to 652.414[.];

41 (c) The employee has testified or is about to testify in any such proceedings[.];

42 (d) The employee has inquired about the provisions of ORS 652.020 or has reported a vi-  
43 olation of or filed a complaint related to ORS 652.020;

44 (e) The employee has declined to consent to work more than 55 hours in a workweek  
45 under ORS 652.020 or 653.265; or

1       **(f) The employee has declined to consent to work up to 80 hours in a workweek under**  
2 **ORS 652.020 or 653.265.**

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

6       **SECTION 3.** ORS 653.060 is amended to read:

7       653.060. (1) An employer may not discharge or in any other manner discriminate against an  
8 employee because:

9       (a) The employee has [*made a complaint that the employee has not been paid wages in accordance*  
10 *with*] **inquired about the provisions of ORS 653.010 to 653.261 or 653.265 or has reported a vio-**  
11 **lation of or filed a complaint related to ORS 653.010 to 653.261 or 653.265.**

12       (b) The employee has caused to be instituted or is about to cause to be instituted any pro-  
13 ceedings under or related to ORS 653.010 to 653.261 **or 653.265.**

14       (c) The employee has testified or is about to testify in any such proceedings.

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

18       **SECTION 4.** ORS 653.256 is amended to read:

19       653.256. (1) In addition to any other penalty provided by law, the Commissioner of the Bureau  
20 of Labor and Industries may assess a civil penalty not to exceed \$1,000 against any person that  
21 willfully violates ORS 653.025, 653.030, 653.045, 653.050, 653.060, 653.261, **653.265**, [*or*] 653.606,  
22 653.611, 653.616, 653.621, 653.626, 653.631 [*and*] **or** 653.636 [*and*] **or** section 5, chapter 537, Oregon  
23 Laws 2015, or any rule adopted thereunder.

24       (2) In addition to any other penalty provided by law, the commissioner may assess a civil penalty  
25 not to exceed \$1,000 against any person that intentionally violates ORS 653.077 or any rule adopted  
26 thereunder.

27       (3) Civil penalties authorized by this section shall be imposed in the manner provided in ORS  
28 183.745.

29       (4)(a) All sums collected as penalties under this section shall be first applied toward reimburse-  
30 ment of costs incurred in determining the violations, conducting hearings under this section and  
31 addressing and collecting the penalties.

32       (b) The remainder, if any, of the sums collected as penalties under subsection (1) of this section  
33 shall be paid over by the commissioner to the Department of State Lands for the benefit of the  
34 Common School Fund of this state. The department shall issue a receipt for the money to the com-  
35 missioner.

36       (c) The remainder, if any, of the sums collected as penalties under subsection (2) of this section  
37 shall be paid over by the commissioner to the Department of Human Services for the benefit of the  
38 Breastfeeding Mother Friendly Employer Project. The department shall issue a receipt for the  
39 moneys to the commissioner.

40       **SECTION 5.** ORS 653.261 is amended to read:

41       653.261. (1)(a) The Commissioner of the Bureau of Labor and Industries may adopt rules pre-  
42 scribing such minimum conditions of employment, excluding minimum wages, in any occupation as  
43 may be necessary for the preservation of the health of employees. The rules may include, but are  
44 not limited to, minimum meal periods and rest periods, and maximum hours of work, but not less  
45 than eight hours per day or 40 hours per [*week*] **workweek**; however, after 40 hours of work in one

1 *[week]* **workweek** overtime may be paid, but in no case at a rate higher than one and one-half times  
 2 the regular rate of pay of the employees when computed without benefit of commissions, overrides,  
 3 spiffs and similar benefits.

4 **(b) As used in this subsection, “workweek” means a fixed period of time established by**  
 5 **an employer that reflects a regularly recurring period of 168 hours or seven consecutive**  
 6 **24-hour periods. A workweek may begin on any day of the week and any hour of the day and**  
 7 **need not coincide with a calendar week. The beginning of the workweek may be changed if**  
 8 **the change is intended to be permanent and is not designed to evade overtime requirements.**

9 *[(2) Nothing contained in ORS 653.010 to 653.261 shall be construed to confer authority upon the*  
 10 *commissioner to regulate the hours of employment of employees engaged in production, harvesting,*  
 11 *packing, curing, canning, freezing or drying any variety of agricultural crops, livestock, poultry or*  
 12 *fish.]*

13 *[(3)]* **(2)** Rules adopted by the commissioner pursuant to subsection (1) of this section do not  
 14 apply to individuals employed by this state or a political subdivision or quasi-municipal corporation  
 15 thereof if other provisions of law or collective bargaining agreements prescribe rules pertaining to  
 16 conditions of employment referred to in subsection (1) of this section, including meal periods, rest  
 17 periods, maximum hours of work and overtime.

18 *[(4)]* **(3)** Rules adopted by the commissioner pursuant to subsection (1) of this section regarding  
 19 meal periods and rest periods do not apply to nurses who provide acute care in hospital settings if  
 20 provisions of collective bargaining agreements entered into by the nurses prescribe rules concerning  
 21 meal periods and rest periods.

22 *[(5)(a)]* **(4)(a)** The commissioner shall adopt rules regarding meal periods for employees who  
 23 serve food or beverages, receive tips and report the tips to the employer.

24 (b) In rules adopted by the commissioner under paragraph (a) of this subsection, the commis-  
 25 sioner shall permit an employee to waive a meal period. However, an employer may not coerce an  
 26 employee into waiving a meal period.

27 (c) Notwithstanding ORS 653.256 (1), in addition to any other penalty provided by law, the  
 28 commissioner may assess a civil penalty not to exceed \$2,000 against an employer that the commis-  
 29 sioner finds has coerced an employee into waiving a meal period in violation of this subsection. Each  
 30 violation is a separate and distinct offense. In the case of a continuing violation, each day’s con-  
 31 tinuance is a separate and distinct violation.

32 (d) Civil penalties authorized by this subsection shall be imposed in the manner provided in ORS  
 33 183.745. All sums collected as penalties under this subsection shall be applied and paid over as  
 34 provided in ORS 653.256 (4).

35 **SECTION 6.** ORS 653.265 is amended to read:

36 653.265. *[When employed in canneries or driers or packing plants, excluding canneries or driers*  
 37 *or packing plants located on farms and primarily processing products produced on such farms, em-*  
 38 *ployees shall be paid time and a half for time over 10 hours per day and piece workers shall be paid*  
 39 *one and a half the regular prices for all work done during the time they are employed over 10 hours*  
 40 *per day.]*

41 **(1) As used in this section:**

42 **(a) “Perishable product” means any product that may spoil, deteriorate or undergo other**  
 43 **material changes that render it unsuitable for the use for which it was produced. “Perishable**  
 44 **product” includes agricultural crops, meat and fish.**

45 **(b) “Undue hardship period” means the period of time during which perishable product**

1 must be processed after harvesting, slaughter or catch.

2 (c) "Workweek" means a fixed period of time established by an employer that reflects a  
3 regularly recurring period of 168 hours or seven consecutive 24-hour periods. A workweek  
4 may begin on any day of the week and any hour of the day and need not coincide with a  
5 calendar week. The beginning of the workweek may be changed if the change is intended to  
6 be permanent and is not designed to evade overtime requirements.

7 (2)(a) Except as provided in paragraphs (b) to (e) of this subsection, an employer may not  
8 require or permit an employee employed in any cannery, drier or packing plant in this state  
9 to work more than:

10 (A) 10 hours in any one day; or

11 (B) 55 hours in one workweek.

12 (b) Paragraph (a) of this subsection does not apply to an employee employed in a cannery,  
13 drier or packing plant located on a farm and primarily processing products produced on the  
14 farm.

15 (c) An employer may permit an employee described in paragraph (a) of this subsection  
16 to work up to 60 hours in one workweek if the employee requests or consents in writing to  
17 work more than 55 hours in the workweek.

18 (d) An employer may permit an employee described in paragraph (a) of this subsection  
19 who has consented to work more than 55 hours in one workweek under paragraph (c) of this  
20 subsection to work up to 80 hours in one workweek during the period of time that the em-  
21 ployer is eligible for an undue hardship period exemption under subsection (5) of this section.

22 (e) An employer may permit an employee described in paragraph (a) of this subsection  
23 to work more than 10 hours in any one day if the employer compensates the employee as  
24 follows:

25 (A) One and one-half times the employee's regular rate of pay for each hour the employee  
26 works over 10 hours in any one day if the employee is an hourly employee; or

27 (B) One and one-half times the regular price for all work done during the time the em-  
28 ployee is employed over 10 hours per day if the employee is a piece worker.

29 (3) An employer shall calculate an employee's overtime on a daily basis under subsection  
30 (2)(e) of this section and on a weekly basis under ORS 653.261 (1) and pay the greater of the  
31 two amounts if, during the same workweek, the employee works more than:

32 (a) 10 hours in one day as described in subsection (2)(e) of this section; and

33 (b) 40 hours in one workweek as described in ORS 653.261 (1).

34 (4) An employer that makes an overtime payment to an employee pursuant to subsection  
35 (3) of this section satisfies the overtime compensation requirements under this section and  
36 ORS 653.261 (1).

37 (5)(a) An employer is eligible for an undue hardship period exemption from the re-  
38 strictions on work hours under subsection (2)(a) and (c) of this section if the employer, in  
39 the ordinary course of its business, processes perishable products. The undue hardship period  
40 exemption shall be effective only during an undue hardship period. An employer may be eli-  
41 gible for more than one undue hardship period exemption in a calendar year. However, the  
42 combined total duration of the employer's undue hardship period exemptions may not exceed  
43 120 days in a calendar year.

44 (b) To claim an undue hardship period exemption, an employer must provide notice of the  
45 undue hardship period to the Commissioner of the Bureau of Labor and Industries and obtain

1 written consent from each employee who the employer will request to work up to 80 hours  
2 in a workweek during the undue hardship period.

3 (c)(A) The notice the employer sends to the commissioner under paragraph (b) of this  
4 subsection must be in a form prescribed by the commissioner by rule and include a de-  
5 scription of the reasons for the undue hardship period, the start and expected end dates of  
6 the undue hardship period and any other information required by the commissioner.

7 (B) The employee's written consent shall be in a form prescribed by the commissioner  
8 by rule and include a description of the employer's reasons for the undue hardship period,  
9 the start and expected end dates of the undue hardship period, a statement that the em-  
10 ployee consents to working up to 80 hours in a workweek during the undue hardship period,  
11 contact information for the Bureau of Labor and Industries and any other information re-  
12 quired by the commissioner.

13 (d) An employee's consent under this subsection to work up to 80 hours in one workweek  
14 during an undue hardship period is in addition to, and not in lieu of, the employee's consent  
15 under subsection (2)(c) of this section to work more than 55 hours in one workweek.

16 (e) The commissioner shall adopt rules to implement the provisions of this subsection.

17 (6) An employer may not coerce an employee into:

18 (a) Consenting under subsection (2)(c) of this section to work more than 55 hours in one  
19 workweek; or

20 (b) Consenting under subsection (2)(d) of this section to work up to 80 hours in one  
21 workweek.

22 (7)(a) Notwithstanding ORS 653.256, as amended by section 4 of this 2017 Act, in addition  
23 to any other penalty provided by law, the commissioner may assess the following civil pen-  
24 alties against an employer that the commissioner determines has coerced an employee into  
25 consenting to work more than 55 hours in one workweek:

26 (A) \$2,000 per violation if the employer coerced an employee into consenting under sub-  
27 section (2)(c) of this section to work up to 60 hours in one workweek; and

28 (B) \$3,000 per violation if the employer coerced an employee into consenting under sub-  
29 section (2)(d) of this section to work up to 80 hours in one workweek.

30 (b) Each violation described in paragraph (a) of this subsection is a separate and distinct  
31 offense. In the case of a continuing violation, each week's continuance is a separate and  
32 distinct violation.

33 (c) Civil penalties authorized by this subsection shall be imposed in the manner provided  
34 in ORS 183.745. All sums collected as penalties under this subsection shall be applied and paid  
35 over as provided in ORS 653.256.

36 (8)(a) In addition to any other remedy provided by law, an employee has a private cause  
37 of action against an employer if the employer violates subsection (2) of this section by re-  
38 quiring the employee to work more than the applicable limit for the maximum allowable  
39 hours of employment in one workweek.

40 (b) If the employee prevails in an action brought under this section, the court shall enter  
41 judgment against the employer for:

42 (A) Actual damages or \$3,000 per claim, whichever is greater;

43 (B) Equitable relief; and

44 (C) Liquidated damages in an amount equal to twice the employee's overtime wages  
45 earned during the period not allowed under subsection (2) of this section.



1 (c) In an action brought under this section, the court may award to the prevailing  
2 plaintiff costs, disbursements and reasonable attorney fees. Any attorney fee agreement is  
3 subject to approval by the court.

4 **SECTION 7.** (1) Any employee asserting a violation of ORS 652.020 or 653.265 may file a  
5 complaint with the Commissioner of the Bureau of Labor and Industries under ORS 659A.820  
6 or a civil action as provided in ORS 659A.885.

7 (2) In addition to any other damages provided by law, the commissioner may assess a  
8 civil penalty against the employer in the amount of \$1,000.

9 (3) The commissioner shall waive 50 percent of the amount of any civil penalty imposed  
10 by order under this section if the commissioner determines that the employer paid the full  
11 remedy due, not including any civil penalty, within 14 days after the order imposing the  
12 remedy became final by operation of law or on appeal.

13 (4) Civil penalties authorized by this section shall be imposed in the manner provided in  
14 ORS 183.745.

15 (5) An employer may not retaliate or in any way discriminate against an individual with  
16 respect to hire or tenure or any other term or condition of employment because the indi-  
17 vidual has inquired about the provisions of this section or ORS 652.020, 653.261 or 653.265 or  
18 has reported a violation to, or filed a complaint with, the Bureau of Labor and Industries.

19 **SECTION 8.** ORS 659A.885, as amended by section 5, chapter 73, Oregon Laws 2016, is amended  
20 to read:

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

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

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

34 (2) An action may be brought under subsection (1) of this section alleging a violation of ORS  
35 10.090, 10.092, 25.337, 25.424, 171.120, 408.230, 408.237 (2), 475B.233, 476.574, **652.020**, 652.355, 653.060,  
36 **653.265**, 653.601 to 653.661, 659.852, 659A.030, 659A.040, 659A.043, 659A.046, 659A.063, 659A.069,  
37 659A.082, 659A.088, 659A.103 to 659A.145, 659A.150 to 659A.186, 659A.194, 659A.199, 659A.203,  
38 659A.218, 659A.228, 659A.230, 659A.233, 659A.236, 659A.250 to 659A.262, 659A.277, 659A.290,  
39 659A.300, 659A.306, 659A.309, 659A.315, 659A.318, 659A.320, 659A.355, 659A.421, 653.547 or 653.549.

40 (3) In any action under subsection (1) of this section alleging a violation of ORS 25.337, 25.424,  
41 659.852, 659A.030, 659A.040, 659A.043, 659A.046, 659A.069, 659A.082, 659A.103 to 659A.145, 659A.199,  
42 659A.203, 659A.228, 659A.230, 659A.250 to 659A.262, 659A.290, 659A.318, 659A.421, 653.547 or 653.549:

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

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

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

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

4 (4) In any action under subsection (1) of this section alleging a violation of ORS 652.355 or  
5 653.060, the court may award, in addition to the relief authorized under subsection (1) of this section,  
6 compensatory damages or \$200, whichever is greater.

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

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

13 (7) Any individual against whom any distinction, discrimination or restriction on account of  
14 race, color, religion, sex, sexual orientation, national origin, marital status or age, if the individual  
15 is 18 years of age or older, has been made by any place of public accommodation, as defined in ORS  
16 659A.400, by any employee or person acting on behalf of the place or by any person aiding or  
17 abetting the place or person in violation of ORS 659A.406 may bring an action against the operator  
18 or manager of the place, the employee or person acting on behalf of the place or the aider or abettor  
19 of the place or person. Notwithstanding subsection (1) of this section, in an action under this sub-  
20 section:

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

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

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

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

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

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

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

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

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

44 (9) In any action under subsection (1) of this section alleging a violation of ORS 659A.145 or  
45 659A.421 or alleging discrimination under federal housing law, when the commissioner is pursuing

1 the action on behalf of an aggrieved complainant, the court shall award reasonable attorney fees to  
2 the commissioner if the commissioner prevails in the action. The court may award reasonable at-  
3 torney fees and expert witness fees incurred by a defendant that prevails in the action if the court  
4 determines that the commissioner had no objectively reasonable basis for asserting the claim or for  
5 appealing an adverse decision of the trial court.

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

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

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

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

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

16 **SECTION 9.** ORS 652.010 is amended to read:

17 652.010. (1) It is the public policy of this state that no person shall be hired, nor permitted to  
18 work for wages, under any conditions or terms, for longer hours or days of service than is consistent  
19 with the person's health and physical well-being and ability to promote the general welfare by the  
20 person's increasing usefulness as a healthy and intelligent citizen.

21 (2) It hereby is declared that the working of any person more than 10 hours in one day in any  
22 mill, factory or manufacturing establishment or the working of any person more than eight hours,  
23 exclusive of one hour, more or less, in one day, or more than 48 hours in one [*calendar week*]  
24 **workweek, as defined in ORS 652.020**, in sawmills, planing mills, shingle mills and logging camps  
25 is injurious to the physical health and well-being of such person, and tends to prevent the person  
26 from acquiring that degree of intelligence that is necessary to make the person a useful and desir-  
27 able citizen of the state.

28 **SECTION 10.** ORS 652.990 is amended to read:

29 652.990. (1) Violation of ORS 652.020 [(2)] **(5)(b) or (c)** is a Class A violation. Every day's vio-  
30 lation is deemed a separate offense.

31 (2) Any person, body corporate, general manager or employer who violates ORS 652.040 or  
32 causes ORS 652.040 to be violated commits a Class C misdemeanor.

33 (3) Violation of ORS 652.110 or 652.120 is a Class A violation.

34 (4) Violation of ORS 652.130 by any employer is a Class C misdemeanor.

35 (5) In addition to the civil damages recoverable under ORS 652.230, violation of ORS 652.210 to  
36 652.230 is a Class A misdemeanor.

37 (6) The violation of ORS 652.240 is a Class A misdemeanor.

38 (7) Violation of ORS 652.355 is a Class C misdemeanor.

39 (8) Violation of ORS 652.610 or 652.620 is a Class D violation.

40 (9) Willful violation of ORS 652.635 or 652.640 by a producer or agent of the producer is a Class  
41 A misdemeanor.

42 (10) Violation of any of the provisions of ORS 652.710 or 652.720 by any employer is a Class A  
43 violation.

44