

SENATE AMENDMENTS TO SENATE BILL 370

By COMMITTEE ON WORKFORCE

April 10

1 On page 1 of the printed bill, line 3, before the period insert “; and declaring an emergency”.

2 Delete lines 5 through 26 and delete page 2 and insert:

3 “**SECTION 1.** (1) As used in this section and section 2 of this 2019 Act, ‘employee’ and
4 ‘employer’ have the meanings given those terms in ORS 652.210.

5 “(2) Unless prohibited by federal law, an employer shall, within three business days of
6 receiving a notice of an inspection from a federal agency compelling the employer to provide
7 access to records of forms and any other documentation used by the employer to verify the
8 identity and employment eligibility of the employees hired by the employer, notify the
9 employer’s employees of the upcoming inspection.

10 “(3) The employer shall notify employees of an upcoming inspection by:

11 “(a) Posting a notice in a conspicuous and accessible location, in English and in the lan-
12 guage the employer typically uses to communicate with the employees; and

13 “(b) Making reasonable attempts to individually distribute notifications to employees in
14 the employee’s preferred language.

15 “(4) The notice shall include:

16 “(a) A copy of the federal agency’s notice of inspection received by the employer;

17 “(b) The date of the inspection;

18 “(c) To the extent the employer knows, the scope of the federal agency’s inspection;

19 “(d) The employer’s obligations with respect to providing information within the scope
20 of the federal agency’s notice of inspection; and

21 “(e) A telephone number, prescribed by the Bureau of Labor and Industries, for a hotline
22 operated by an organization that provides information and advocacy related to immigrant
23 and refugee workers’ rights.

24 “**SECTION 2.** The Commissioner of the Bureau of Labor and Industries shall generate
25 and make available on the Bureau of Labor and Industries website a template for a notice
26 that employers may use to comply with the requirements of section 1 of this 2019 Act. The
27 commissioner shall make the template available in English and in each of the five most
28 widely used non-English languages in this state. The commissioner shall update the lan-
29 guages for which the templates are available every five years.

30 “**SECTION 3.** (1) Section 2 of this 2019 Act becomes operative on January 1, 2020.

31 “(2) The Bureau of Labor and Industries may take any action before the operative date
32 specified in subsection (1) of this section that is necessary to enable the bureau to exercise,
33 on and after the operative date specified in subsection (1) of this section, the duties of the
34 bureau pursuant to section 2 of this 2019 Act.

35 “**SECTION 4.** This 2019 Act being necessary for the immediate preservation of the public

1 **peace, health and safety, an emergency is declared to exist, and this 2019 Act takes effect**
2 **on its passage.”**

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