

Requested by SENATE COMMITTEE ON WORKFORCE

**PROPOSED AMENDMENTS TO
SENATE BILL 370**

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

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

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

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

13 **“(3) The employer shall notify employees of an upcoming inspection**
14 **by:**

15 **“(a) Posting a notice in a conspicuous and accessible location, in**
16 **English and in the language the employer typically uses to communi-**
17 **cate with the employees; and**

18 **“(b) Making reasonable attempts to individually distribute notifica-**
19 **tions to employees in the employee’s preferred language.**

20 **“(4) The notice shall include:**

21 **“(a) A copy of the federal agency’s notice of inspection received by**

1 **the employer;**

2 **“(b) The date of the inspection;**

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

5 **“(d) The employer’s obligations with respect to providing informa-**
6 **tion within the scope of the federal agency’s notice of inspection; and**

7 **“(e) A telephone number, prescribed by the Bureau of Labor and**
8 **Industries, for a hotline operated by an organization that provides in-**
9 **formation and advocacy related to immigrant and refugee workers’**
10 **rights.**

11 **“SECTION 2. The Commissioner of the Bureau of Labor and In-**
12 **dustries shall generate and make available on the Bureau of Labor and**
13 **Industries website a template for a notice that employers may use to**
14 **comply with the requirements of section 1 of this 2019 Act. The com-**
15 **missioner shall make the template available in English and in each**
16 **of the five most widely used non-English languages in this state. The**
17 **commissioner shall update the languages for which the templates are**
18 **available every five years.**

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

21 **“(2) The Bureau of Labor and Industries may take any action before**
22 **the operative date specified in subsection (1) of this section that is**
23 **necessary to enable the bureau to exercise, on and after the operative**
24 **date specified in subsection (1) of this section, the duties of the bureau**
25 **pursuant to section 2 of this 2019 Act.**

26 **“SECTION 4. This 2019 Act being necessary for the immediate**
27 **preservation of the public peace, health and safety, an emergency is**
28 **declared to exist, and this 2019 Act takes effect on its passage.”.**

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