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.

Prohibits employers from permitting or requiring individuals employed in agricultural labor to work in excess of 40 hours in one workweek unless individuals are compensated for overtime hours worked.

A BILL FOR AN ACT

Relating to overtime for agricultural workers.

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

SECTION 1. (1) As used in this section:

(a) “Agricultural labor” includes work performed on a farm, in the employ of any person, in connection with cultivating the soil, or in connection with raising or harvesting any agricultural or horticultural commodity, including the raising, shearing, feeding, caring for, training and management of livestock, bees, poultry and fur-bearing animals and wildlife.

(b) “Workweek” means a fixed period of time established by an employer that reflects a regularly recurring period of 168 hours or seven consecutive 24-hour periods.

(2) Except as provided in subsection (3) of this section, an employer may not permit or require an individual employed in agricultural labor to work more than 40 hours in any workweek.

(3) An employer may permit or require an individual employed in agricultural labor to work more than 40 hours in one workweek if the employer compensates the individual:

(a) At one and one-half times the individual's regular rate of pay for each overtime hour or portion of an hour that the individual works over 40 hours in one workweek if the individual is an hourly worker; or

(b) At one and one-half times the regular price for all work done during each overtime hour the individual works over 40 hours in one workweek.

(4)(a) For the purpose of determining a workweek, a workweek may begin on any day of the week and at any hour of the day and need not coincide with a calendar week.

(b) The beginning of the workweek may be changed if the change is intended to be permanent and is not designed to evade overtime requirements.

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.