

Senate Bill 616

Sponsored by Senator FREDERICK (Pre-session filed.)

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

1
2 Relating to overtime for agricultural workers.

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

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

5 (a) **"Agricultural labor" includes work performed on a farm, in the employ of any person,**
6 **in connection with cultivating the soil, or in connection with raising or harvesting any agri-**
7 **cultural or horticultural commodity, including the raising, shearing, feeding, caring for,**
8 **training and management of livestock, bees, poultry and fur-bearing animals and wildlife.**

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

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

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

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

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

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

23 (b) **The beginning of the workweek may be changed if the change is intended to be per-**
24 **manent and is not designed to evade overtime requirements.**

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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.