

## HB 3307 A STAFF MEASURE SUMMARY

### Senate Committee On Labor and Business

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**Meeting Dates:** 4/25, 4/27

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#### WHAT THE MEASURE DOES:

Provides that individuals who participate in registered apprenticeship program or any private sector training program that provides job specific skills training necessary for obtaining employment in skilled trade are in employment relationship with employer that sponsors or provides training for purposes of civil rights, discrimination, and harassments in the workplace protections. Exempts on-the-job training programs administered or operated by the Department of Corrections or Oregon Corrections Enterprises. Does not provide rights under Oregon Family Leave Act, Paid Leave Oregon, or any other leave laws. Does not create employment relationship for purposes of age and hour laws, minimum wage, wage-related employment conditions, child labor laws, occupational safety and health laws, workers' compensation, unemployment, or farm labor contractor law.

FISCAL: Minimal fiscal impact

REVENUE: No revenue impact

HOUSE VOTE: Ayes, 49; Nays, 1

#### ISSUES DISCUSSED:

- Future Ready workforce development programs
- Apprenticeships have federal civil right protections
- Measure aligns with federal code for training and apprenticeship programs for discrimination and civil right protections.
- Exemption for program within the Department of Corrections

#### EFFECT OF AMENDMENT:

No amendment.

#### BACKGROUND:

Currently, certain workplace protections apply only to employees or interns (ORS 659A.230), but because of participants in "on-the-job training program" are not technically considered employees, specific protections are not provided in Oregon. Federal law, under Title 29 of the Code of Federal Regulations, part 30, prohibits discrimination based on race, color, religion, national origin, sex, sexual orientation, age (18 or older), genetic information, and disability in registered apprenticeships. But there is no parallel state protection.

House Bill 3307 A provides employment-related anti-discrimination laws, protections under ORS chapter 659A, to persons who participate in registered apprenticeship programs or any private sector on-the-job training programs.

The measure provides the persons participating in "on-the-job training program," including registered apprenticeship, protection under ORS chapter 659 A concerning civil rights, discrimination and harassment in the workplace, which includes ORS 659A.030: discrimination based on race, color, religion, sex, sexual orientation, national origin, marital statute or age prohibited, discrimination based on military services; discrimination based on a disability; discrimination for reporting a violation of law; and discrimination based on begin a victim of domestic violence, sexual assault, harassment, or stalking.