



Wage Theft Protection for Construction Workers in Oregon

HB 2057 - Wage Theft Protection Act

Background

The Wage Theft Protection Act of Oregon holds contractors liable for unpaid wages, made by employees or subcontractors at any level.

Subcontractor is required to provide certain payroll records and other information to the contractor upon request. Allows the contractor to withhold payment from the subcontractor if the subcontractor fails to comply with the request for records.

Problem

Current law and rules do not offer adequate and timely pathways for workers in the construction industry to reclaim stolen wages. The transient nature of construction complicates the wage claim process. Any construction job site may employ multiple tiers or layers of contractors between workers and project owners. Tiers of employment make it difficult for workers to reclaim unpaid wages because each tier is free from any liability from the next.

Impacts of Unpaid Wages

- Undue hardship on workers and families
- No tax revenue for local and state governments
- Lost bids for law-abiding contractors
- Downward economic spiral and depressed wages for communities

Solution

The adoption of HB 2057 will simplify the wage claim process. Contractors and employees can resolve wage disputes internally or through a joint labor-management committee. This mechanism ensures that complaints are resolved in a timely and cost-effective manner by providing general contractors or upper-tier contractors with the tools necessary to effectively enforce labor law compliance from lower-tier contractors.

Impact

HB 2057 will establish an efficient, industry-specific procedure for unpaid wage claims by construction workers. As wage theft declines, families can support themselves, law-abiding contractors acquire more work, local and state governments collect necessary revenues, and community's flourish. The construction industry is incentivized to weed out fraudulent contractors and hire contractors with a strong track record of labor law compliance, resulting in self-policing.

We ask for your support in ensuring working Oregonians get paid

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