



Bureau of Labor & Industries

Presentation to the Senate Committee on Labor and Business
September 30, 2025



BOLI STAFF VERSUS WORKLOAD

- Oregon Workers
(in millions, divided by 10,000)
- BOLI Employees



62

% OF COMPLAINANTS SAY
THEY ARE EXPERIENCING
ECONOMIC HARDSHIP
RELATED TO THEIR CASE

5,750

Oregon workers for every
BOLI employee in 1980

20,000

Oregon workers for every
BOLI employee in 2023

INVESTIGATOR PAY

\$57,312 -
\$87,928
per year

BOLI

\$66,708 -
\$104,256
per year

Other
Agencies

\$70,220 -
\$116,792
per year

Other Public
Bodies



Cumulative
Cases per
Wage & Hour
Investigator

Capacity: 85

10 Labor Standards Investigators

Civil Rights Questionnaires Received



BOLI Budget - HB 5015 (2025)

HISTORIC INVESTMENT

83rd OREGON LEGISLATIVE ASSEMBLY—2025 Regular Session

Enrolled
House Bill 5015

Introduced and printed pursuant to House Rule 12.00. Presession filed (at the request of Oregon Department of Administrative Services)

CHAPTER

AN ACT



Hiring Progress

Filled (15)

Active Recruitment (19)

BOLI has either hired or has live postings for **over half** of the positions we were allocated by the Legislature in June, **when the budget was only reconciled last week.**



Income Threshold Removal Effective October 1, 2025

IW InvestigateWest

Oregon labor bureau prioritizes wage claims of lower-paid workers, setting stage for big budget ask

Lawmakers and advocates express mixed reactions to the policy, which the state labor commissioner says is critical to reduce backlogs that...

Jan 16, 2025

Statesman Journal

Hundreds of Oregon workers' claims — from wage theft to paid leave — may be dismissed

An Oregon Bureau of Labor and Industries report says it does not have enough investigators to cut through a backlog of claims.

Sep 19, 2024

Oregon BOLI to implement salary threshold for investigations due to backlog of wage claims



Dianne Lugo

Salem Statesman Journal

Sept. 24, 2024, 12:46 p.m. PT

KOIN.com

Oregon workers exceeding BOLI's salary threshold will have wage claims dismissed

Oregon workers exceeding BOLI's salary threshold will have wage claims dismissed ...
PORTLAND, Ore. (KOIN) — Starting next month, the Oregon...

Sep 26, 2024

Oregon Public Broadcasting - OPB

Have a wage theft claim? BOLI will investigate, if you make less than \$53K

The state agency tasked with investigating wage theft says it will have to dismiss about 17% of cases because it doesn't have enough staff...

Sep 25, 2024

Oregon's Bureau of Labor aims to end wage threshold by end of 2025



Dianne Lugo

Salem Statesman Journal

Sept. 17, 2025, 9:00 a.m. PT

LOCAL

Oregon labor agency plans to nix income threshold for wage claims by end of year

by: Jashayla Pettigrew

Posted: Sep 18, 2025 / 05:31 PM PDT

Updated: Sep 18, 2025 / 06:48 PM PDT

The threshold came as Labor Commissioner Christina Stephenson announced the bureau was facing a significant lack of funding

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“Being forced to institute the wage threshold, only being able to take claims from Oregonians in the most challenging financial situations, was the most difficult decision I've had to make in office,” said BOLI Commissioner Christina Stephenson.



Wage and Hour Backlog

August 2024		August 2025	
INTAKE	INVESTIGATIONS	INTAKE	INVESTIGATIONS
4,074	1,341	1,997	2,302

Civil Rights Intake Backlog

August 2024	August 2025
3,515	3,277



Where We Are Headed

Mid-2026

**Civil Rights
Intake Backlog
cleared**

Mid-2027

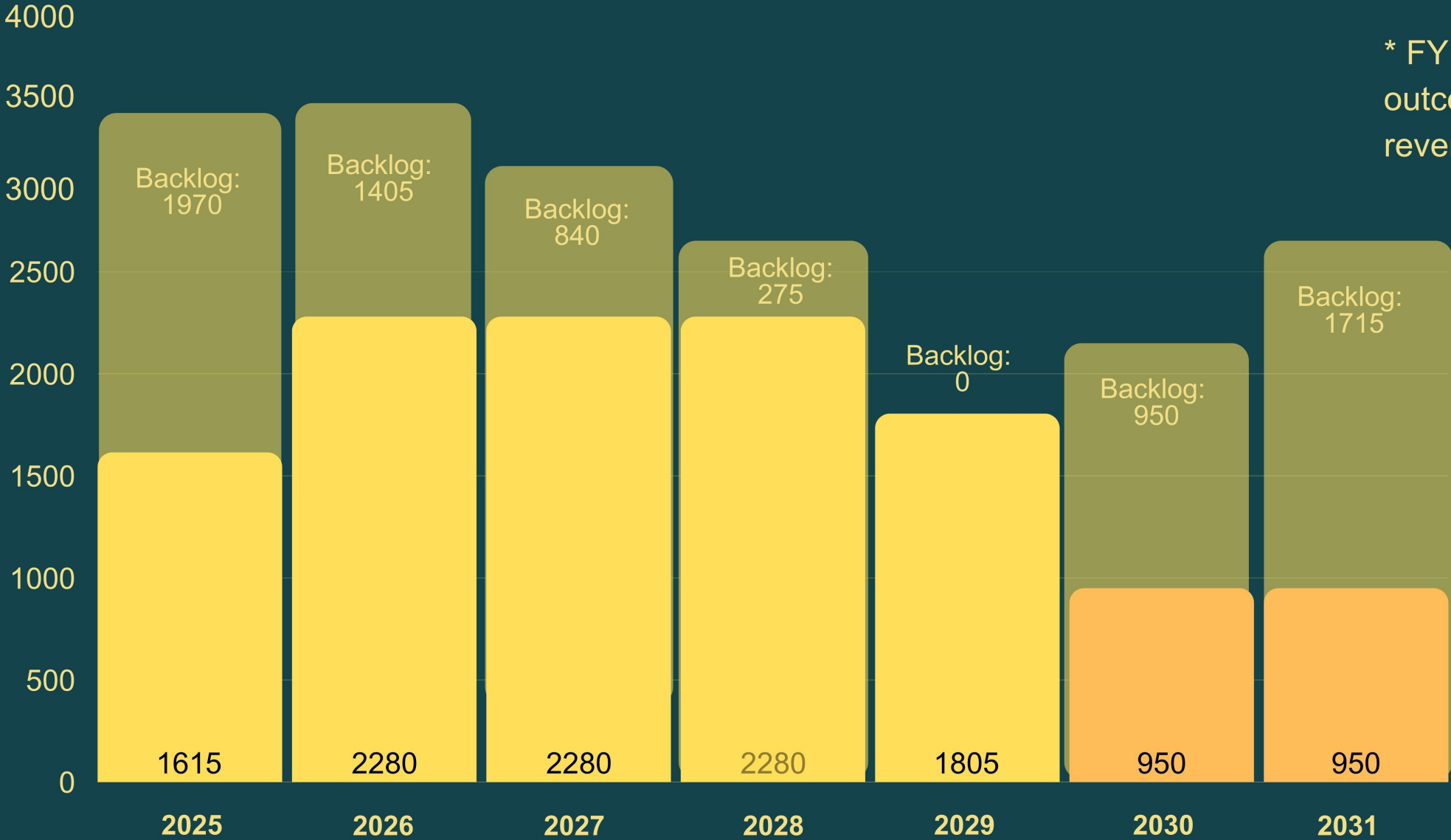
**Wage and Hour
Intake backlog
cleared**

Mid-2029

**Wage and Hour
Investigation
backlog
cleared**



WHD Investigation Backlog Projections



* FY 2030 and FY 2031 outcome if funding levels revert to FY 2024 levels



BOLI OPERATES ACROSS THREE MAIN DIVISIONS :

WAGE & HOUR

This division oversees wage claims, investigates workplace law violations such as wage theft, and enforces Oregon's prevailing wage laws on public projects.

CIVIL RIGHTS

This division enforces anti-discrimination laws and ensures that all workers have equal opportunities, regardless of race, gender, disability, or other protected status.

APPRENTICESHIP & TRAINING

This division develops and supports registered apprenticeship programs, helping workers acquire valuable skills and earn while they learn.



Questions?

