

# House Bill 2787

Sponsored by Representative NELSON; Senator MANNING JR (Presession 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**. The statement includes a measure digest written in compliance with applicable readability standards.

Digest: The Act requires employers to pay employees for time spent on call or on standby. (Flesch Readability Score: 73.1).

Requires employers to compensate employees for time spent on call or on standby. Requires employers to post work schedules at least 14 days in advance, including all scheduled on-call and standby shifts.

## A BILL FOR AN ACT

1  
2 Relating to requirements concerning on-call shifts.

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

4 **SECTION 1. Section 2 of this 2025 Act is added to and made a part of ORS 653.010 to**  
5 **653.261.**

6 **SECTION 2. (1) Except as otherwise provided in ORS 653.412 to 653.485, an employer shall:**

7 **(a) Compensate an employee for time spent on call or on standby when the employee is**  
8 **required to be at the premises of the employer or available to report to work within 90**  
9 **minutes after being contacted by the employer such that the employee is unable to use the**  
10 **scheduled hours effectively for the employee's personal purposes, regardless of whether the**  
11 **employee is asked by the employer to perform work.**

12 **(b) Pay an employee scheduled for an on-call shift or standby shift described in paragraph**  
13 **(a) of this subsection at least the federal minimum wage rate.**

14 **(c) Post employee work schedules at least 14 days in advance that include all work shifts**  
15 **and on-call or standby shifts for the period.**

16 **(2) A work schedule described under this section:**

17 **(a) May not be changed without the voluntary consent of the employee; and**

18 **(b) Must be posted in a conspicuous and accessible location.**

19 **(3) The requirements of this section apply to nonexempt employees under the federal Fair**  
20 **Labor Standards Act.**

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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.