

Senate Bill 397

Sponsored by Senator GIROD (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**. The statement includes a measure digest written in compliance with applicable readability standards.

Digest: The Act changes laws with respect to employer time-clock rounding policies. The Act allows such practices to the extent they comply with federal law. (Flesch Readability Score: 60.7).

Provides that laws regarding employee entitlements for recovery of unpaid wages and penalties do not apply to wages and penalties lost as a result of an employer's time-rounding policies that comply with federal rounding standards.

A BILL FOR AN ACT

1
2 Relating to employer time-rounding policies.

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 chapter 652.**

5 **SECTION 2. (1) ORS 652.120, 652.140, 652.150 and 653.055 do not apply to wages earned and**
6 **unpaid for hours worked or work time lost due to the application of an employer's time-**
7 **rounding policies, provided that the employer's time-rounding policies are in accordance with**
8 **the rounding standards established under federal law.**

9 **(2) As used in this section, "work time" has the meaning given that term in ORS 653.010.**
10

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.