

CHAPTER 211

AN ACT

HB 3008

Relating to false employment records.

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

SECTION 1. Section 2 of this 2017 Act is added to and made a part of ORS chapter 652.

SECTION 2. An employer may not:

(1) Compel, coerce or otherwise induce or attempt to induce an employee to create, file or sign documents containing information that the employer knows is false related to the hours worked or compensation received by the employee.

(2) In addition to any other remedy provided by law, an employee has a private cause of action for a violation of subsection (1) of this

section. The court may award actual damages or \$1,000 for each violation, whichever is greater, injunctive relief, attorney fees and costs. The court shall count each pay period in which a violation occurs or continues as a separate violation.

(3) In addition to any other relief provided by law, the Commissioner of the Bureau of Labor and Industries may assess a civil penalty under ORS 183.745 not to exceed \$1,000 for each violation of subsection (1) of this section. The commissioner shall count each pay period in which a violation occurs or continues as a separate violation.

(4) The commissioner has the same enforcement powers with respect to the rights established under subsections (1) to (3) of this section as are established in ORS chapters 652 and 653.

Approved by the Governor June 6, 2017

Filed in the office of Secretary of State June 6, 2017

Effective date January 1, 2018