

CHAPTER 691

AN ACT

SB 828

Relating to employee work schedules; creating new provisions; amending ORS 659A.885 and section 1, chapter 591, Oregon Laws 2015; repealing section 2, chapter 591, Oregon Laws 2015; and declaring an emergency.

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

SECTION 1. Sections 2 to 12 of this 2017 Act are added to and made a part of ORS chapter 653.

SECTION 2. Definitions. As used in sections 2 to 12 of this 2017 Act, unless the context requires otherwise:

(1) "Chain" means an establishment that is part of an affiliation of two or more establishments within the United States, each of which is owned by the same person or entity and operate under identical or substantially similar trade names or service marks, both as defined in ORS 647.005.

(2)(a) "Employee" means an employee, as defined in ORS 652.310, who is employed in a retail establishment, a hospitality establishment or a food services establishment and is engaged in providing services relating to:

(A) Retail trade, as that term is used in the 2012 North American Industry Classification System under code 44-45;

(B) Hotels and motels, as those terms are used in the 2012 North American Industry Classification System under code 721110, or casino hotels, as that term is used in the 2012 North American Industry Classification System under code 721120; or

(C) Food services, as that term is used in the 2012 North American Industry Classification System under code 722.

(b) "Employee" does not include:

(A) A salaried employee described in ORS 653.020 (3);

(B) A worker supplied to an employer by a worker leasing company, as defined in ORS 656.850; or

(C) An employee of a business that provides services to or on behalf of an employer.

(3) "Employer" means an employer, or a successor to an employer, described in section 3 (1) of this 2017 Act.

(4) "Food services establishment" means the fixed point of sale location for establishments defined in the 2012 North American Industry Classification System under code 722 as food services and drinking places.

(5) "Hospitality establishment" has the meaning provided in the 2012 North American Industry Classification System under code 721110

for hotels and motels and code 721120 for casino hotels.

(6) "On-call shift" means any time that an employer requires an employee to be available to work or to contact the employer or wait to be contacted by the employer for the purpose of determining whether the employee must report to work. During the shift, on-call status applies regardless of whether the employee is located on or off the employer's premises.

(7) "Regular rate of pay" means the regular hourly rate or hourly equivalent that an employer must pay an employee for each hour the employee works during a given work shift, including any shift differential pay. "Regular rate of pay" does not include:

(a) Tips;

(b) Bonuses or other incentive payments;

(c) Overtime, holiday pay or other premium rate; or

(d) Any additional compensation an employer is required to pay an employee under section 6 or 7 of this 2017 Act.

(8) "Retail establishment" means the fixed point of sale location for an establishment defined in the 2012 North American Industry Classification System under codes 441110 to 453998 as a retail trade establishment.

(9) "Shift differential pay" means a pay differential meant to compensate an employee for work performed under differing conditions, such as for working at night. "Shift differential pay" does not include any additional compensation an employer is required to pay an employee under section 6 or 7 of this 2017 Act.

(10) "Successor" means a business or enterprise that is substantially the same entity as the predecessor employer according to criteria adopted by the Bureau of Labor and Industries by rule and consistent with federal law.

(11) "Time of hire" means the period after an offer of employment and acceptance of the offer of employment and on or before the commencement of employment.

(12) "Work schedule" means the hours, days and times, including regular work shifts and on-call shifts, when an employee is required by an employer to perform duties of employment for which the employee will receive compensation.

(13) "Work shift" means the specific and consecutive hours the employer requires the employee to work.

(14) "Workweek" means a fixed period of time established by an employer that reflects a regularly recurring period of 168 hours or seven consecutive 24-hour periods. A workweek may begin on any day of the week and any hour of the day and need not coincide with a calendar week. The beginning of a workweek may be changed if the change is intended to be permanent.

(15) “Writing” or “written” means a printed or printable communication in physical or electronic format including a communication that is transmitted through electronic mail, text message or a computer system or is otherwise sent and stored electronically.

(16) “Year” means any fixed, consecutive 12-month period of time.

SECTION 3. Covered employees. (1) Sections 2 to 12 of this 2017 Act apply to an employee who is employed by an employer, as defined in ORS 652.310, that is also one or more of the following:

(a) A retail establishment that employs 500 or more employees worldwide, including but not limited to a chain or an integrated enterprise.

(b) A hospitality establishment that employs 500 or more employees worldwide, including but not limited to a chain or an integrated enterprise.

(c) A food services establishment that employs 500 or more employees worldwide, including but not limited to a chain or an integrated enterprise.

(2) To determine the number of employees employed by an employer, the calculation shall be based upon the average number of employees employed on each working day during each of 20 or more workweeks in the current calendar year or immediately preceding calendar year.

(3) Separate entities that form an integrated enterprise are considered a single employer under sections 2 to 12 of this 2017 Act. Separate entities will be considered an integrated enterprise and a single employer under sections 2 to 12 of this 2017 Act where a separate entity controls the operation of another entity. The factors to consider in determining whether separate entities form an integrated enterprise include, but are not limited to:

(a) The degree of interrelation between the operations of multiple entities;

(b) The degree to which the entities share common management;

(c) The degree to which the entities have centralized control of labor relations; and

(d) The degree of common ownership or financial control over the entities.

(4) The Commissioner of the Bureau of Labor and Industries shall adopt rules in accordance with the provisions of subsection (3) of this section regarding how to determine when separate entities form an integrated enterprise for the purposes of sections 2 to 12 of this 2017 Act.

SECTION 4. Good faith estimate of work schedule. (1) An employer shall provide a new employee with a written good faith estimate of the employee’s work schedule at the time of hire. The good faith estimate:

(a) Shall state the median number of hours the employee can expect to work in an average one-month period;

(b) Shall explain the voluntary standby list described in section 4a of this 2017 Act and provide the written notice required in section 4a of this 2017 Act;

(c) Shall indicate whether an employee who is not on the voluntary standby list can expect to work on-call shifts and, if so, set forth an objective standard for when an employee not listed on the voluntary standby list may be expected to be available to work on-call shifts; and

(d) May be based on a prior year schedule if it is a good faith estimate of seasonal or episodic work.

(2) The employer shall include the good faith estimate in the language the employer typically uses to communicate with the employee.

SECTION 4a. Voluntary standby list. (1) An employer may maintain a standby list of employees whom the employer will request to work additional hours to address unanticipated customer needs or unexpected employee absences if the listed employees have requested or agreed in writing to be included on the standby list and the employer notifies each employee in writing:

(a) That the list is voluntary and how an employee may request to be removed from the list;

(b) How the employer will notify a standby list employee of additional hours available and how an employee may accept the additional hours;

(c) That the employee is not required to accept the additional hours offered; and

(d) That an employee on the standby list is not eligible for additional compensation under section 7 of this 2017 Act for the changes to the employee’s written work schedule resulting from the employee’s acceptance of additional hours offered to the employee as a result of being on the standby list.

(2) An employer shall provide an employee on the standby list with notice of additional hours available by in-person conversation, telephone call, electronic mail, text message or other accessible electronic or written format.

(3) An employee who receives notice of additional hours available under this section may decline to accept the additional hours offered.

(4) An employee who consents to work additional hours in response to an employer’s request under this section is not eligible for any additional compensation under section 7 of this 2017 Act for the resulting change to the employee’s written work schedule.

(5) An employee may request to be removed from the standby list at any time.

(6) An employer may not retaliate against an employee who:

(a) Does not request or agree to be added to the standby list;

(b) Requests to be removed from the standby list; or

(c) Declines an employer's request that the employee work additional hours as a result of the employee being on the standby list.

(7) In addition to any other penalty provided by law, the Commissioner of the Bureau of Labor and Industries may assess a civil penalty not to exceed \$2,000 against an employer that the commissioner finds has coerced an employee into requesting or agreeing to be added to the standby list in violation of this section. Each violation is a separate and distinct offense. In the case of a continuing violation, each day's continuance is a separate and distinct violation.

(8) The standby list is not a list of employees scheduled for on-call shifts and the employer is not required to include a list of employees on the standby list in the written work schedule described in section 5 of this 2017 Act.

SECTION 5. Advance notice of work schedule. (1) An employer shall provide an employee with a work schedule in writing at least seven calendar days before the first day of the work schedule.

(2) The employer shall post the written work schedule in a conspicuous and accessible location, in English and in the language the employer typically uses to communicate with the employees.

(3) The employer shall provide a written work schedule that runs through the last date of the posted work schedule in effect at the time of delivery to:

(a) A new employee on or before the employee's first day of work; or

(b) An existing employee on the employee's first day of work after a leave of absence.

(4) The written work schedule shall include all work shifts and on-call shifts for the work period.

(5) If the employer requests changes to the written work schedule after the advance notice required in this section:

(a) The employer shall provide the employee with timely notice of the change by in-person conversation, telephone call, electronic mail, text message or other accessible electronic or written format; and

(b) The employee may decline any work shifts not included in the employee's written work schedule.

(6) At any time after the advance notice of written work schedule required in this section, an employee may request in writing that the employer add the employee to one or more work shifts or on-call work shifts. Any changes to the employee's written work schedule resulting from such employee-requested work schedule

changes are not subject to the advance notice requirements of this section.

SECTION 5a. Section 5 of this 2017 Act is amended to read:

Sec. 5. (1) An employer shall provide an employee with a work schedule in writing at least [seven] 14 calendar days before the first day of the work schedule.

(2) The employer shall post the written work schedule in a conspicuous and accessible location, in English and in the language the employer typically uses to communicate with the employees.

(3) The employer shall provide a written work schedule that runs through the last date of the posted work schedule in effect at the time of delivery to:

(a) A new employee on or before the employee's first day of work; or

(b) An existing employee on the employee's first day of work after a leave of absence.

(4) The written work schedule shall include all work shifts and on-call shifts for the work period.

(5) If the employer requests changes to the written work schedule after the advance notice required in this section:

(a) The employer shall provide the employee with timely notice of the change by in-person conversation, telephone call, electronic mail, text message or other accessible electronic or written format; and

(b) The employee may decline any work shifts not included in the employee's written work schedule.

(6) At any time after the advance notice of written work schedule required in this section, an employee may request in writing that the employer add the employee to one or more work shifts or on-call work shifts. Any changes to the employee's written work schedule resulting from such employee-requested work schedule changes are not subject to the advance notice requirements of this section.

SECTION 6. Right to rest between work shifts. (1) Unless the employee requests or consents to work such hours, an employer may not schedule or require an employee to work during the following rest periods:

(a) The first 10 hours following the end of the previous calendar day's work shift or on-call shift; or

(b) The first 10 hours following the end of a work shift or on-call shift that spanned two calendar days.

(2) Except as provided in subsection (3) of this section, an employer shall compensate an employee for each hour or portion of an hour that the employee works during a rest period described in subsection (1) of this section at one and one-half times the employee's regular rate of pay.

(3) Subsection (2) of this section does not apply to any hour or portion of an hour an employee works during the rest period described in

subsection (1) of this section during which the employee is engaged in providing roadside assistance services. As used in this subsection, "roadside assistance" means offsite repair assistance rendered to a motorist with a disabled vehicle.

SECTION 6a. Employee right to input into work schedule. (1) At time of hire and during employment, an employee may identify any limitations or changes in the employee's work schedule availability. The employee may also request not to be scheduled for work shifts during certain times or at certain locations.

(2)(a) An employer may require the employee to provide reasonable verification of the need for a request made under subsection (1) of this section.

(b) The employer shall pay any reasonable costs for providing verification that is medical verification required under this subsection, including lost wages, that are not paid under a health benefit plan in which the employee is enrolled.

(c) Nothing in this subsection is intended to limit the application of ORS 659A.306.

(3) An employer may not retaliate against an employee for making a request under subsection (1) of this section.

(4) An employer is under no obligation to grant an employee's request under subsection (1) of this section.

SECTION 7. Compensation for work schedule changes. (1) As used in this section:

(a) "Group communication" means communication to all eligible employees, either written or oral.

(b) "Ticketed event" means a sporting, entertainment, civic, charitable or other event that requires a ticket for admission. The ticket may be electronic, physical or a name on a list held by the event organizer.

(2) An employer shall provide the following compensation to an employee for each employer-requested change that occurs to the employee's written work schedule without the advance notice required in section 5 of this 2017 Act:

(a) One hour of pay at the employee's regular rate of pay, in addition to wages earned, when the employer:

(A) Adds more than 30 minutes of work to the employee's work shift;

(B) Changes the date or start or end time of the employee's work shift with no loss of hours; or

(C) Schedules the employee for an additional work shift or on-call shift.

(b) One-half times the employee's regular rate of pay per hour for each scheduled hour that the employee does not work when the employer:

(A) Subtracts hours from the employee's work shift before or after the employee reports for duty;

(B) Changes the date or start or end time of the employee's work shift, resulting in a loss of work shift hours;

(C) Cancels the employee's work shift; or

(D) Does not ask the employee to perform work when the employee is scheduled for an on-call shift.

(3) The requirements for additional compensation in this section do not apply when:

(a) An employer changes the start or end time of an employee's work shift by 30 minutes or less;

(b) An employee mutually agrees with another employee to employee-initiated work shift swaps or coverage. The employer may require that work shift swaps or coverage under this paragraph be preapproved by the employer. The employer may assist employees in finding such arrangements, provided that any employer assistance must be limited to helping an employee identify other employees who may be available to provide work shift swaps or coverage and may not include the employer arranging the work shift swap or coverage;

(c) An employee requests changes to the employee's written work schedule, including adding or subtracting hours, and the employee documents the request in writing;

(d) An employer makes changes to an employee's written work schedule at the employee's request under section 5 (6) of this 2017 Act;

(e) An employer subtracts hours from an employee's work schedule for disciplinary reasons for just cause, provided the employer documents the incident leading to the employee's discipline in writing;

(f) An employee's work shift or on-call shift cannot begin or continue due to threats to employees or property or due to the recommendation of a public official;

(g) Operations cannot begin or continue because public utilities fail to supply electricity, water or gas or there is a failure in the public utilities or sewer system;

(h) Operations cannot begin or continue due to a natural disaster or a similar cause not within the employer's control, including when the natural disaster or similar cause physically affects the work site;

(i) Operations hours change or are substantially altered because a ticketed event is cancelled, rescheduled or changes in duration due to circumstances that are outside the employer's control and that occur after the employer provides the written work schedule under section 5 of this 2017 Act;

(j) An employer requests that an employee on a voluntary standby list work additional hours as described in section 4a of this 2017 Act

ENFORCEMENT

and the employee consents to work the additional hours; or

(k)(A) An employer requests that an employee work additional hours to address unanticipated customer needs or unexpected employee absence;

(B) The employee consents in writing to work the additional hours;

(C) If the employer maintains a voluntary standby list described in section 4a of this 2017 Act, the employer has contacted all of the employees listed on the voluntary standby list and requires additional employee coverage; and

(D)(i) If the employee is working a work shift at the time the employer makes the request, the employer makes the request either individually or as part of a group communication; or

(ii) If the employee is not working a work shift at the time the employer makes the request, the employer makes the request through a group communication.

NOTICE AND RECORDKEEPING REQUIREMENTS

SECTION 8. Notice and posting requirements. (1) The Commissioner of the Bureau of Labor and Industries shall make available to employers a template of a poster giving notice of the rights described in sections 2 to 12 of this 2017 Act. The poster must be in English.

(2) Employers shall display the poster at the workplace. If displaying the poster is not feasible, including situations in which the employees work remotely or do not have a regular workplace or job site, the employer may provide the poster on an individual basis in a physical or electronic format that is reasonably conspicuous and accessible.

SECTION 9. An employer shall retain records that document the employer's compliance with sections 2 to 12 of this 2017 Act for three years.

RETALIATION

SECTION 10. Retaliation prohibited. It is an unlawful practice for an employer to:

(1) Interfere with, restrain, deny or attempt to deny the exercise of any right protected under sections 2 to 12 of this 2017 Act; or

(2) Retaliate or in any way discriminate against an individual with respect to hire or tenure or any other term or condition of employment because the individual has inquired about the provisions of sections 2 to 12 of this 2017 Act.

SECTION 11. Enforcement, right of action and administrative remedies. (1) An employee asserting a violation of section 10 of this 2017 Act may file a complaint with the Commissioner of the Bureau of Labor and Industries under ORS 659A.820 or a civil action as provided in ORS 659A.885.

(2) The commissioner has the same enforcement powers with respect to the rights established under this section and sections 3, 4a, 5, 6, 6a, 7, 9, 10 and 12 of this 2017 Act as are established in ORS chapters 652 and 653.

(3) In addition to any other damages provided by law, the commissioner may assess a statutory penalty as follows:

(a) \$500 for any violation of section 8 of this 2017 Act.

(b) \$1,000 for any violation of section 3, 4a, 5, 6, 6a, 7, 9 or 10 of this 2017 Act.

(4) If the commissioner determines that the employer paid the full remedy due, not including any statutory penalty, within 14 days of service of an order, the commissioner shall waive 50 percent of the amount of any statutory penalty imposed by order under this section.

LIMITS TO LEGISLATIVE INTENT

SECTION 12. Nothing in sections 2 to 12 of this 2017 Act is intended to:

(1) Limit employee rights or protections otherwise provided by law;

(2) Create an additional remedy for an employee if a remedy equal to or better than a remedy in section 6 or 7 of this 2017 Act is required by a collective bargaining agreement or other contract; or

(3) Provide a cause of action to an employee for work schedule changes necessary to accommodate that employee under state or federal family or medical leave laws, state or federal disability laws or ORS 659A.043 or 659A.046 or ORS chapter 656.

ACTION FOR RETALIATION

SECTION 13. ORS 659A.885, as amended by section 5, chapter 73, Oregon Laws 2016, is amended to read:

659A.885. (1) Any person claiming to be aggrieved by an unlawful practice specified in subsection (2) of this section may file a civil action in circuit court. In any action under this subsection, the court may order injunctive relief and any other equitable relief that may be appropriate, including but not limited to reinstatement or the hiring of employees with or without back pay. A court may order back pay in an action under this subsection

only for the two-year period immediately preceding the filing of a complaint under ORS 659A.820 with the Commissioner of the Bureau of Labor and Industries, or if a complaint was not filed before the action was commenced, the two-year period immediately preceding the filing of the action. In any action under this subsection, the court may allow the prevailing party costs and reasonable attorney fees at trial and on appeal. Except as provided in subsection (3) of this section:

(a) The judge shall determine the facts in an action under this subsection; and

(b) Upon any appeal of a judgment in an action under this subsection, the appellate court shall review the judgment pursuant to the standard established by ORS 19.415 (3).

(2) An action may be brought under subsection (1) of this section alleging a violation of:

(a) ORS 10.090, 10.092, 25.337, 25.424, 171.120, 408.230, 408.237 (2), 475B.233, 476.574, 652.355, 653.060, 653.601 to 653.661, 659.852, 659A.030, 659A.040, 659A.043, 659A.046, 659A.063, 659A.069, 659A.082, 659A.088, 659A.103 to 659A.145, 659A.150 to 659A.186, 659A.194, 659A.199, 659A.203, 659A.218, 659A.228, 659A.230, 659A.233, 659A.236, 659A.250 to 659A.262, 659A.277, 659A.290, 659A.300, 659A.306, 659A.309, 659A.315, 659A.318, 659A.320, 659A.355, 659A.421, 653.547 or 653.549[.]; or

(b) Section 10 of this 2017 Act, except an action may not be brought for a claim relating to section 6a of this 2017 Act.

(3) In any action under subsection (1) of this section alleging a violation of ORS 25.337, 25.424, 659.852, 659A.030, 659A.040, 659A.043, 659A.046, 659A.069, 659A.082, 659A.103 to 659A.145, 659A.199, 659A.203, 659A.228, 659A.230, 659A.250 to 659A.262, 659A.290, 659A.318, 659A.421, 653.547 or 653.549:

(a) The court may award, in addition to the relief authorized under subsection (1) of this section, compensatory damages or \$200, whichever is greater, and punitive damages;

(b) At the request of any party, the action shall be tried to a jury;

(c) Upon appeal of any judgment finding a violation, the appellate court shall review the judgment pursuant to the standard established by ORS 19.415 (1); and

(d) Any attorney fee agreement shall be subject to approval by the court.

(4) In any action under subsection (1) of this section alleging a violation of ORS 652.355 or 653.060, the court may award, in addition to the relief authorized under subsection (1) of this section, compensatory damages or \$200, whichever is greater.

(5) In any action under subsection (1) of this section alleging a violation of ORS 171.120, 476.574 or 659A.218, the court may award, in addition to the relief authorized under subsection (1) of this section, compensatory damages or \$250, whichever is greater.

(6) In any action under subsection (1) of this section alleging a violation of ORS 10.090 or 10.092, the court may award, in addition to the relief au-

thorized under subsection (1) of this section, a civil penalty in the amount of \$720.

(7) Any individual against whom any distinction, discrimination or restriction on account of race, color, religion, sex, sexual orientation, national origin, marital status or age, if the individual is 18 years of age or older, has been made by any place of public accommodation, as defined in ORS 659A.400, by any employee or person acting on behalf of the place or by any person aiding or abetting the place or person in violation of ORS 659A.406 may bring an action against the operator or manager of the place, the employee or person acting on behalf of the place or the aider or abettor of the place or person. Notwithstanding subsection (1) of this section, in an action under this subsection:

(a) The court may award, in addition to the relief authorized under subsection (1) of this section, compensatory and punitive damages;

(b) The operator or manager of the place of public accommodation, the employee or person acting on behalf of the place, and any aider or abettor shall be jointly and severally liable for all damages awarded in the action;

(c) At the request of any party, the action shall be tried to a jury;

(d) The court shall award reasonable attorney fees to a prevailing plaintiff;

(e) The court may award reasonable attorney fees and expert witness fees incurred by a defendant who prevails only if the court determines that the plaintiff had no objectively reasonable basis for asserting a claim or no reasonable basis for appealing an adverse decision of a trial court; and

(f) Upon any appeal of a judgment under this subsection, the appellate court shall review the judgment pursuant to the standard established by ORS 19.415 (1).

(8) When the commissioner or the Attorney General has reasonable cause to believe that a person or group of persons is engaged in a pattern or practice of resistance to the rights protected by ORS 659A.145 or 659A.421 or federal housing law, or that a group of persons has been denied any of the rights protected by ORS 659A.145 or 659A.421 or federal housing law, the commissioner or the Attorney General may file a civil action on behalf of the aggrieved persons in the same manner as a person or group of persons may file a civil action under this section. In a civil action filed under this subsection, the court may assess against the respondent, in addition to the relief authorized under subsections (1) and (3) of this section, a civil penalty:

(a) In an amount not exceeding \$50,000 for a first violation; and

(b) In an amount not exceeding \$100,000 for any subsequent violation.

(9) In any action under subsection (1) of this section alleging a violation of ORS 659A.145 or 659A.421 or alleging discrimination under federal housing law, when the commissioner is pursuing the action on behalf of an aggrieved complainant, the court shall award reasonable attorney fees to the

commissioner if the commissioner prevails in the action. The court may award reasonable attorney fees and expert witness fees incurred by a defendant that prevails in the action if the court determines that the commissioner had no objectively reasonable basis for asserting the claim or for appealing an adverse decision of the trial court.

(10) In an action under subsection (1) or (8) of this section alleging a violation of ORS 659A.145 or 659A.421 or discrimination under federal housing law:

(a) “Aggrieved person” includes a person who believes that the person:

(A) Has been injured by an unlawful practice or discriminatory housing practice; or

(B) Will be injured by an unlawful practice or discriminatory housing practice that is about to occur.

(b) An aggrieved person in regard to issues to be determined in an action may intervene as of right in the action. The Attorney General may intervene in the action if the Attorney General certifies that the case is of general public importance. The court may allow an intervenor prevailing party costs and reasonable attorney fees at trial and on appeal.

PREEMPTION

SECTION 14. Section 1, chapter 591, Oregon Laws 2015, is amended to read:

Sec. 1. (1) As used in this section:

(a) “Enact” includes but is not limited to adopt, amend, refer or pass with a delayed operative or effective date.

(b) “Local government” includes a county, city, district or other public corporation, authority or entity organized and existing under statute or city or county charter.

(c) “Work schedule” means the days and times during which an employee is required by an employer to perform the duties for which the employee will receive compensation. “Work schedule” does not include employee time off for medical reasons or sick time.

(2) The State of Oregon preempts all charter and statutory authority of local governments to enact a requirement relating to work schedules [*before the date of adjournment sine die of the 2017 regular session of the Legislative Assembly*].

(3) Notwithstanding subsection (2) of this section, a local government may set work schedule requirements:

- (a) For public employers; and
- (b) In specifications for public contracts or sub-contracts entered into by the local government.

SECTION 15. Section 2, chapter 591, Oregon Laws 2015, is repealed.

OPERATIVE DATE

SECTION 16. (1) Sections 2 to 5, 6 to 10 and 12 of this 2017 Act become operative on July 1, 2018.

(2) Section 11 of this 2017 Act and the amendments to ORS 659A.885 by section 13 of this 2017 Act become operative on January 1, 2019.

(3) The amendments to section 5 of this 2017 Act by section 5a of this 2017 Act become operative on July 1, 2020.

(4) The Commissioner of the Bureau of Labor and Industries may take any action before the operative dates specified in subsection (1), (2) or (3) of this section that is necessary to enable the commissioner to exercise, on and after the operative dates specified in subsection (1), (2) or (3) of this section, all of the duties, functions and powers conferred on the commissioner by sections 2 to 12 of this 2017 Act and the amendments to ORS 659A.885 by section 13 of this 2017 Act.

CAPTIONS

SECTION 17. The unit and section captions used in this 2017 Act are provided only for the convenience of the reader and do not become part of the statutory law of this state or express any legislative intent in the enactment of this 2017 Act.

EMERGENCY CLAUSE

SECTION 18. This 2017 Act being necessary for the immediate preservation of the public peace, health and safety, an emergency is declared to exist, and this 2017 Act takes effect on its passage.

Approved by the Governor August 8, 2017
 Filed in the office of Secretary of State August 8, 2017
 Effective date August 8, 2017