



PRESS RELEASE

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House Advances Overtime Bill to Protect Workers

HB 3458 strengthens overtime law; ensures 10-hour rest period

Oregon workers will get increased overtime protections under a bill passed in the Oregon House this afternoon. House Bill 3458 clarifies and strengthens overtime law to ensure that workers in manufacturing are being treated fairly and compensated fully for their work.

“When workers are subject to work long hours for several days on end, their performance is affected and, in the case of many physical labor jobs, this means their safety is at risk,” says Rep. Paul Holvey (D-Eugene) who carried the bill on the floor. “This bill reflects our efforts to accommodate the practice of the manufacturing industry in this state, while at the same time ensuring workers who are often subject to work overtime requirements have adequate protections.”

HB 3458 protects workers by:

- Requiring that employers pay the greater of daily or weekly overtime when an employee is eligible for both in same workweek.
- Clarifying the definition of “workweek” for the purposes of calculating weekly hours worked and to prevent employers from circumventing overtime rules.
- Prohibiting employers, with limited exceptions, from requiring certain employees to work more than 60 hours in one workweek.
- Requiring a 10-hour rest period between certain work shifts.
- Creating a private cause of action to enforce certain overtime laws.
- Authorizing the court to award costs, disbursements and reasonable attorney fees to prevailing party for violations of certain overtime laws.

The bill takes into account the unique needs of certain industries by allowing manufacturers who process perishable products to have workers on the clock for 80 hours a week for no more than 120 days in the year.

“As someone who has spent years consulting with and advising employers on issues just like this, I have seen firsthand both the general frustration and the real cost that a lack of clarity can be to a company,” says Rep. Julie Fahey (D-West Eugene and Junction City). “This bill provides important certainty to both employees and employers, and eliminates the risk that individuals are double-dipping with overtime pay.”

Legislators spent months working with representatives from industry and labor to craft a balanced approach that takes into account the needs of different sectors. HB 3458 passed 33-26 and now will be considered by the Senate.

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