

Labor and Employment



This Legislative Summary Report highlights Labor and Employment policy measures that received a public hearing in a policy committee during the **2025** regular legislative session. The report is organized by subtopics and includes the measure number; the measure status: enacted [✓] or not enacted [✗]; and a brief description of the measure.

Labor and Employment Subtopics:

- [Apprenticeship & On-the-Job Training](#)
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Apprenticeship & On-the-Job Training

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| SB 1086 | ✓ | The measure directs the Department of Consumer and Business Services to assist and provide staff support to the Oregon Building Officials Association for the purpose of developing and submitting to the State Apprenticeship and Training Council a proposal to establish an apprenticeship program for building inspectors that meets specified requirements and qualifies as the practical experience equivalent of the training and experience standards currently required. Sunsets requirements January 2, 2027. |
| HB 2249 A | ✗ | The measure would have established a 12-member Task Force on Health Care Apprenticeships and Career Pathways. The Task Force would have been charged with identifying challenges in navigating the requirements for licensure, accreditation, and apprenticeships for health care providers. |
| HB 2972 | ✗ | The measure would have appropriated \$3,000,000 General Fund to the Oregon Employment Department for staffing workforce reentry programs for adults in custody delivered through the WorkSource Oregon system. |
| HB 3181 | ✗ | The measure would have established the Task Force on Youth Apprenticeship. The task force would have been charged with performing a comprehensive study of youth apprenticeship programs in the United States, including the youth workforce development activities and investments occurring in this state. |

- HB 3881 A** ✗ The measure would have added school districts, that apply for and receive School Capital Improvement Matching Program grant funds, to the definition of qualifying agency for the purpose of apprenticeship utilization requirements and the requirement to establish and implement a plan for outreach to and recruitment and retention of women, minority individuals, and veterans on public improvement projects. It would have required the school district to retain in its general fund any reduction in payment due under a public improvement contract to a contractor when the contractor does not meet the apprenticeship utilization requirements.

Note: This measure is cross-listed in the Summary of Legislation Summary Report on Education.

Construction & Building Codes

- HB 3216 A** ✗ The measure would have required the Bureau of Labor and Industries (BOLI) to study the feasibility of developing a centralized system for contractors to submit certified required payroll statements regarding payment of prevailing wages.
- HB 3860** ✗ The measure would have prohibited a major residential contractor from entering into contract to remodel or repair owner-occupied one- or two-family residential structure for contract price that exceeds \$40,000 or to collect or retain more than 50 percent of original contract price before substantial completion of remodel or repair.

Employment Protections

- SB 968** ✓ The measure specifies that when a public employee receives an erroneous overpayment of wages in an amount greater than the employee's entitlement, the public employer may deduct the overpayment from the public employee's wages provided that the deduction is for an overpayment that occurred in the 364 days immediately before the date the public employer provides to the public employee a written statement containing specified information. The measure requires the public employer to provide this written statement at least 10 calendar days before making the deduction. It makes conforming amendment by repealing ORS 292.063.



- SB 999** ✗ The measure would have modified the definition of "farmworker camp" to mean any place or area of land where sleeping places are provided as a term or condition of employment by a farmer, farm labor contractor, employer, or other person in connection with the recruitment or employment of workers on a seasonal or temporary basis for purposes of specified relevant statutes. The measure would have defined "seasonal or temporary basis."
- SB 1166 A** ✗ The measure would have required transportation network companies (TNCs) to compensate drivers at set minimum rates, and to allow drivers to accrue and use paid sick leave. It would have required TNCs to provide written notice of rights to drivers, and prohibited TNCs from retaliating against drivers for asking about, or exercising, any of those rights. It would have required BOLI to administer and enforce these provisions. It would have required just cause for TNCs to deactivate a driver's account.
- HB 2020 A** ✗ The measure would have required qualified nonprofit agencies for individuals with disabilities to employ individuals with disabilities for not less than 50 percent of the work hours of direct labor required for manufacturing or providing products or services. It described how a successor service provider could meet the requirement to provide health benefits that are favorable as, or more favorable than, the health benefits the individuals with disabilities received under the contract that was terminated or not renewed.
- Note:** This measure is cross-listed in the Summary of Legislation Summary Report on General Government and Election.
- HB 2570** ✗ The measure would have required the Director of Department of Consumer and Business Services (DCBS) to keep confidential and not disclose to the public any personally identifiable information of employees who participated or provided information during an investigation or inspection of any place of employment conducted by Oregon Occupational Safety and Health (Oregon OSHA) that would have allowed for the identification of the employee. It would have established exceptions to the prohibition.
- HB 2742** ✗ The measure would have established new laws and protections for people with disabilities.
- HB 2957** ✓ The measure makes it an unlawful employment practice for employers to enter into agreements that shorten the statute of limitations with respect to violations that the Bureau of Labor and Industries (BOLI) has enforcement authority over. It establishes time limits for when the BOLI Commissioner must issue a notice of rights to complainants. The measure establishes time limits for filing a civil action after issuance of the notice.



- HB 3187** ✓ The measure makes it an unlawful employment practice for employer, prospective employer, or employment agency, prior to completing initial interview or making conditional offer of employment, to request or require disclosure of applicant's age or date of birth or when applicant attended or graduated from any educational institution. The measure permits the information to be requested if it is necessary to affirm that applicant meets bona fide occupational qualifications or to comply with any provision of federal, state or local law, rule or regulation. It repeals a provision permitting an apprenticeship program to not select an apprentice who is unable to complete required apprenticeship training before age of 70.
- HB 3550** ✓ The measure exempts from minimum wage, minimum employment condition, overtime, and meal period laws (ORS 653.010 to 653.261), minor league baseball players who are subject to a collective bargaining agreement that provides for payment of wages and other working conditions.

Labor Standards

- SB 1119** ✗ The measure would have defined "federal immigration authority" and "unfair immigration-related practices." The measure would have made it an unlawful practice for an employer to engage in unfair immigration-related practices.
- HB 2203 A** ✗ The measure would have implemented recommendations from the Joint Task Force on Improving the Safety of Behavioral Health Workers, including requiring behavioral health employers to develop and implement a written safety plan and comprehensive safety trainings. The measure would have applied to residential treatment facilities and homes, secure residential treatment facilities and homes, sobering facilities, detoxification centers, halfway houses, mobile crisis teams, and emergency shelters.
- Note:** This measure is cross-listed in the Summary of Legislation Summary Report on Behavioral Health.
- HB 2248** ✓ The measure establishes the Employer Assistance Division (EAD) within the Bureau of Labor and Industries (BOLI). The measure clarifies ability of BOLI to enter into a settlement with respect to any violation of law for which BOLI has jurisdiction and seek settlement through alternative resolution processes.



- HB 2541** ✓ The measure provides that an individual employed in agriculture as a hand harvest or pruning laborer paid on a piece-rate basis in an operation, who commutes daily from a permanent residence to the farm on which the individual is so employed, and who has been employed in agricultural labor less than 13 weeks during the preceding calendar year, has the right to express breast milk in the workplace. Declares an emergency, effective on passage.
- HB 2548** ✓ The measure directs the Center for Public Service (CPS) at Portland State University to conduct, in consultation with Oregon State University, a study examining the labor standards and working experiences of farmworkers in Oregon. It directs the Legislative Policy and Research Office (LPRO) to conduct a study relating to the labor standards in the agricultural industry and the rights and protections afforded to farmworkers in Oregon and submit a report to the interim committees of the Legislative Assembly related to agriculture, business and labor and natural resources no later than September 15, 2026. The measure requires CPS to integrate the study findings with the study conducted by the LPRO and submit reports to the interim committees of the Legislative Assembly related to agriculture, business and labor and natural resources on specified timeline.
- HB 2792** ✗ The measure would have required a hospital to report to the Bureau of Labor and Industries and the Oregon Health Authority the amount of money spent by the hospital to recruit, solicit and advertise, and pay for individuals to replace employees involved in a strike, or lockout, for the length of the strike or lockout.
- HB 3789** ✓ The measure makes it unlawful to falsely impersonate a union representative. It makes it unlawful for a union representative to knowingly use misrepresentation to mislead or deceive a public employee regarding union membership.
- HB 3838 A** ✗ The measure would have established the Home and Community-Based Service Workforce Standards Board. The purpose of the Board would have been to maintain the supply of skilled home and community-based services workforce by examining factors that may present challenges to recruiting and retaining workers and addressing barriers that may impact sustainability of workforce, including affordability, access, quality, as well as satisfaction regarding home and community-based services. It would have established minimum standards for the workforce to ensure the health and welfare of such workers.

Note: This measure is cross-listed in the Summary of Legislation Summary Report on Human Services.



Leave Laws

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| SB 69 | ✓ | The measure makes administrative and technical modifications within Paid Leave Oregon and the Oregon Family Leave Act (OFLA). It also creates an exception to OFLA eligibility requirements for employees based in Oregon who are subject to federal regulations as airline flight crew employees and meet the hours-of-service requirement under specified federal regulations. |
| SB 727 | ✗ | The measure would have modified the definition of "health care provider" regarding a chiropractic physician for purposes of the Oregon Family Leave Act. |
| SB 858 | ✓ | The measure specifies actions an authorized agent may take on behalf of a deceased or incapacitated person within Paid Leave Oregon if the person was a covered individual who became deceased or incapacitated before submitting a claim for Paid Leave Oregon benefits or before the Director of the Employment Department made a final decision regarding a pending or existing claim for benefits. The measure makes technical changes to administrative provisions of Paid Leave Oregon. |
| SB 859 | ✓ | The measure permits the Director of the Oregon Employment Department to compromise, adjust, or write off specified debts and overpayments related to the Paid Leave Oregon program. |
| SB 1108 | ✓ | The measure permits the use of earned statutory sick time for blood donation that is made in connection with a voluntary program that is approved or accredited by the American Association of Blood Banks or the American Red Cross. |
| SB 1148 | ✓ | The measure specifies that an insurer that offers, issues, or renews a disability income insurance policy in this state may not require a person eligible for benefits to utilize or apply for any benefits available under Paid Leave Oregon before being eligible for disability benefits offered by the disability income insurance policy. |
| HB 3021 | ✓ | The measure amends the Oregon Employment Department's (OED) general administrative statutes and updates terminology. |
| HB 3022 | ✓ | The measure authorizes specific state agencies to disclose information to the Oregon Employment Department (OED) for the purpose of administering paid family and medical leave insurance and unemployment insurance (UI) programs. |
| HB 3491 | ✗ | The measure would have required the Oregon Employment Department (OED) to study issues related to the paid family and medical leave insurance program. |

Note: This measure was introduced as a placeholder.



Public Employees Collective Bargaining Act (PECBA)

- SB 754** ✗ The measure would have permitted a labor organization to file a civil action against a public employer for certain violations of the public employee collective bargaining act (PECBA). It also directed the Employment Relations Board (ERB) to impose civil penalties against a public employer that fails to comply with certain requirements of PECBA.
- Note:** Similar provisions of this bill enacted into [HB 2944](#).
- HB 2944** ✓ The measure requires the Employment Relations Board (ERB) to impose specified civil penalties against a public employer for any repeat or subsequent violations of certain requirements of the Public Employees Collective Bargaining Act (PECBA). It requires a public employer to make the authorized deductions and to remit payment to the labor organization within a time period that aligns with a payroll processing schedule established by the employer not to exceed 30 calendar days following the date of the deduction.

Unemployment Insurance

- SB 622** ✗ The measure would have specified that for purposes of unemployment insurance law, "employment" does not include services performed by a noncitizen who is admitted to the United States to perform agricultural labor pursuant to specified sections of the federal Immigration and Nationality Act and is therefore unable to receive unemployment insurance benefits. The measure also would have specified that despite this exclusion from the definition of "employment," the employing unit of such individuals must comply with annual or quarterly tax reporting of the information related to the labor performed by these individuals.
- SB 748** ✗ The measure would have permitted the Director of the Employment Department (OED) to require an individual filing an initial claim for unemployment insurance benefits to submit to a drug test for the unlawful use of controlled substances, as defined under federal law, if the individual was terminated from employment by their most recent employer for the unlawful use of controlled substances, or suitable work is only available to the individual in an occupation that regularly conducts drug testing. The measure also specified that an individual making a continued claim for benefits may not be required to submit to drug testing and directed OED to bear the cost of administering drug tests. The measure would have permitted an individual to be disqualified from receipt of unemployment insurance benefits if the individual fails a drug test.



- SB 916** ✓ The measure provides that an individual who is otherwise eligible for unemployment insurance (UI) benefits from the Oregon Employment Department (OED) is not disqualified for UI benefits or waiting week credit for any week that the individual is unemployed because of a lockout. It specifies that an individual is disqualified for UI benefits for the first week that OED finds that unemployment of the individual is due to a strike. The measure establishes a process to allow an otherwise eligible individual to not be disqualified for UI benefits or waiting week credit for any week following the first week that OED finds the individual is unemployed because of a strike.
- Note:** Governor Tina Kotek issued a signing letter – see the [signing letter for SB 916](#).
- HB 2125** ✗ The measure would have authorized the Director of the Oregon Employment Department to waive the unpaid waiting week period for unemployment insurance claimants who are unable to work as result of state-declared emergency related to severe weather.
- HB 2236** ✓ The measure requires a professional employer organization to elect to treat covered employees of client employers as employees of the professional employer organization or as employees of the client employers for the purpose of filing quarterly payroll taxes.
- HB 3024** ✓ The measure removes the requirement that an individual's maximum unemployment benefit amount be reduced by eight times their weekly benefit amount, if the individual is disqualified from the receipt of unemployment benefits for cause and subsequently requalifies for unemployment benefits.
- HB 3142** ✗ The measure would have exempted employers from paying unemployment taxes on the wages of noncitizens who work in Oregon on H-2A temporary visas.

Wages & Benefits

- SB 397** ✗ The measure would have exempted specified laws providing for recovery of unpaid wages and penalties when the wages and penalties were lost because of an employer's time-rounding policies that comply with federal time-rounding standards.
- SB 426** ✓ The measure establishes that an owner and the direct contractor who enter into a construction contract are jointly and severally liable in a civil action for unpaid wages to an unrepresented employee of the direct contractor and subcontractor at tier.



SB 475

The measure would have specified that for purposes of determining the final average salary of a member of the Oregon Public Service Retirement Plan (OPSRP), the overtime cap is calculated by a participating public employer calculating the average overtime hours that employees in each class that the employer has performed in the previous calendar year. The measure would have specified that if the average number of overtime hours for a class of employees for the previous calendar year exceeded 105 percent of the existing overtime cap for that class of employees, the average number of overtime hours calculated for that class of employees would apply as the overtime cap to the calendar year that the calculation was made. The measure also would have specified that if the average number of overtime hours for a class of employees for the previous calendar year did not exceed 105 percent of the existing overtime cap for that class, the overtime cap for the previous calendar year applied to the calendar year that the calculation was made. It also would have directed participating public employers to maintain records of the overtime cap for each class of employees for each calendar year and provide the records to the Public Employees Retirement Board upon request. The measure would have directed the Oregon Department of Administrative Services to calculate the overtime cap separately for each state agency, and to calculate more than one overtime cap for each class of state employees based on the geographic placement of the employees.

Note: This measure is cross-listed in the Summary of Legislation Summary Report on General Government and Elections.

SB 588

The measure specifies when the Public Employees Retirement Board must refer a contested case for a hearing when the Public Employees Retirement System (PERS) member requesting the hearing is a police officer or firefighter and the contested case is for disability retirement allowance or disability benefits. The measure specifies when a police officer or firefighter is considered disabled for purposes of receiving PERS benefits.

Note: This measure is cross listed in the Summary of Legislation Summary Report on General Government and Elections.

SB 731

The measure specifies that when a public employer's employment policies provide a pay differential for a public employee's use of bilingual or multilingual skills in performing assigned duties, the policies must also provide a pay differential for an employee's use of American Sign Language in performing assigned duties. Defines "public employer."



- SB 757** ✓ The measure adds chaplains at Oregon Health and Science University (OHSU) to the existing law that provides for the inclusion of a housing allowance as taxable income for the purposes of determining salary of an active member of the Oregon Public Service Retirement Plan.
- SB 847 A** ✗ The measure would have increased the Retirement Health Insurance account subsidy under the Public Employees Retirement System (PERS) to an amount equal to \$100 or the total monthly cost of the coverage, whichever is less. The measure also would have made members of the Oregon Public Service Retirement Plan eligible to receive the Retiree Health Insurance Premium Account subsidy and the Retirement Health Insurance Account subsidy.
- Note:** This measure is cross-listed in the Summary of Legislation Summary Report on General Government and Elections.
- SB 851** ✓ The measure modifies statutory provisions relating to employer reporting and member data. It raises amount when the Public Employees Retirement (PERS) Board is permitted to waive recovery of overpayments or improperly made payments to a person not entitled to receive such payments for payment(s) from less than \$50 to less than \$200. The measure adds exceptions to prohibition on participating public employer making modification to specified employment data submitted to determine a member's retirement benefit after last date for filing written notice of dispute has passed. It adds exceptions to comply with a verification of retirement data that was submitted prior to the member's effective date of retirement, or in response to the board's request. The measure defines "major fraction of a month" for purposes of the PERS System for Tier One, Tier Two, and Oregon Public Service Retirement Plan for purpose of calculating accrual of retirement credit.
- Note:** This measure is cross-listed in the Summary of Legislation Summary Report on General Government and Elections.
- SB 852** ✓ The measure modifies statutory provisions within the Public Employees Retirement System affecting post-retirement death benefits.
- Note:** This measure is cross-listed in the Summary of Legislation Summary Report on General Government and Elections.
- SB 902** ✗ The measure would have directed the Public Employees Retirement Board to study age qualifications for retirement and submit a report to the interim committees of the Legislative Assembly related to general government.
- Note:** This measure is cross-listed in the Summary Report on General Government and Elections. This measure was introduced as a placeholder.



SB 906

The measure requires an employer to provide all employees, at the time of hire, a written explanation of earnings and deductions shown on the required itemized statements provided to employees on regular paydays and at other times there are payment of wages, salary, or commission. Specifies what the written explanation must include and how an employer may provide this information to employees. The measure requires employers to review and update this information by January 1 of each year. It directs the Bureau of Labor and Industries (BOLI) to develop and make available to employers a model written guidance document that employers may use and customize to satisfy this requirement. The measure permits the BOLI Commissioner to assess a civil penalty not to exceed \$500 against any person who violates this written explanation requirement.

SB 1044

The measure would have specified in the definition of "work time," that "work time" does not include meal periods for purposes of minimum employment condition laws. The measure would have specified that an employer who violates rules adopted by the Commissioner of the Bureau of Labor and Industries for meal periods is liable to an employee in an amount determined by the Commissioner in rule. The measure specified that this amount owed to an employee is a penalty and is not considered wages or compensation for purposes of Oregon law providing a penalty for failure to pay wages. It also would have specified that a meal period shortened for a period of five minutes or less does not constitute a violation of the minimum meal period requirements provided that the employer provided and encouraged an uninterrupted minimum meal period, and the meal period was not shortened at the direction of the employer.

HB 2688

The measure expands the definition of public works for purpose of prevailing wage rate (PWR) to include the fabrication, assembly, preconstruction or construction that is bespoke, performed offsite, performed specifically for and in accordance with the specifications of a public works project or that becomes part of public works project, and performed on specific systems or components. It defines the systems or components subject to PWR as mechanical systems; plumbing systems or components; electrical systems or components of electrical systems; boiler systems or components of boiler systems; ornamental and structural iron work; masonry and plaster systems or components; roofing, flashing and architectural panel systems or components other than glazing systems and components; or mechanical insulation.

Note: Governor Tina Kotek issued a signing letter – see the [signing letter for HB 2688](#).



- HB 2728** ✓ The measure requires the Public Employees Retirement System (PERS) to include in the written computation of the retirement allowance or benefit the number of overtime hours performed by the member during the time period used to calculate the member's final average salary and the number of overtime hours applied to the calculation of the member's final average salary.
- Note:** This measure is cross-listed in the Summary Report on General Government and Election.
- HB 2746 A** ✗ The measure would have required employers and employment agencies to include wage and benefit information in job postings. It would have required an individual alleging violation to file complaint with Bureau of Labor and Industries (BOLI). It would have established as an unlawful employment practice for an employer or employment agency to discriminate or retaliate against an employee for exercising rights related to wage and benefit information in job postings. The measure would have added employment agencies to the prohibition against inquiries regarding salary history and past criminal convictions and would have exempted the Oregon Employment Department from definition of employment agency.
- HB 3193 A** ✗ The measure would have appropriated \$10,000,000 to the Oregon Health Authority to establish a permanent fund to provide financial support for farmworkers who lose income or wages due to a qualifying disaster.
- HB 3363** ✗ The measure would have modified how the overtime cap is calculated for use in calculating final average salary of members of Oregon Public Service Retirement Plan (OPSRP). The modified overtime cap calculations would have applied to overtime calculations made in calendar year 2026.
- Note:** This measure is cross-listed in the Summary of Legislation Summary Report on General Government and Election.

Workers' Compensation

- SB 606** ✗ The measure would have added employees of the Oregon State Hospital who have direct contact with patients and employees of the Department of Human Services who work at the Stabilization and Crisis Unit to the list of employees who have a presumption that specified stress disorders are a compensable occupational disease under workers' compensation law.



- SB 705** ✗ The measure would have specified that for purposes of workers' compensation benefits, if total disability is temporary, the worker is entitled to receive 100 percent of the worker's average weekly wage from the prior 52 weeks, if the worker's average weekly wage from the prior 52 weeks is less than or equal to the average weekly wage.
- HB 2799** ✓ The measure increases the limit on witness fees, expenses, and costs for a claimant who prevails against a denial of a workers' compensation claim to no more than \$3,500 unless the claimant demonstrates extraordinary circumstances justifying payment of a greater amount. It provides methodology for adjusting the amount that may not be exceeded without demonstrating extraordinary circumstances. Amount shall be adjusted annually on July 1 by the percentage increase, if there is any, in the average weekly wage as most recently computed by the Oregon Employment Department and rounded to the nearest multiple of \$100.
- HB 2800** ✓ The measure replaces term "worker leasing company" with "professional employer organization" (PEO) to reflect use of PEOs as persons who assume specified employment responsibilities for some or all client's workers under contract.
- HB 2802** ✓ The measure requires an insurer to make a lump sum payment of permanent partial disability award if a worker waives reconsideration of the notice of closure or the award has become final by operation of law. It provides circumstances when a lump sum payment is not required. The measure clarifies that the lump sum payment is not required if the insurer or self-insured employer timely requests reconsideration and the reconsideration proceeding has not been completed.

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