

LABOR AND EMPLOYMENT



This Legislative Summary Report highlights Labor and Employment policy measures that received a public hearing during the 2022 Regular Legislative Session. The report is organized by sub-topics and includes the measure number; the measure status: enacted [✓] or not enacted [✗]; and a brief description of the measure.

Labor and Employment policy sub-topics:

- [Unemployment Insurance, Workers' Compensation, and Leave Law](#)
- [Wages, Hours, Benefits, and Employment Agreement](#)
- [Workforce Development](#)

Unemployment Insurance, Workers' Compensation, and Leave Law

- [SB 1515](#) ✓ Defines "benefit year" for purposes of the Paid Family and Medical Leave Insurance program as a period of 52 consecutive weeks beginning the Sunday before leave starts, to reduce confusion among employers and employees.
- [SB 1585](#) ✓ Directs the Department of Consumer and Business Services (DCBS), the Oregon Employment Department, and the Oregon Health Authority to enter into an intergovernmental agreement to share information necessary to enable DCBS to inform beneficiaries of their rights to workers' compensation death benefits.
- [HB 4086](#) ✓ Extends workers' compensation retaliation protections to all employees, clarifies that a person acting on behalf of the employer is also liable for retaliation, and protects workers who inquire about workers' compensation benefits. The measure also refers to Oregon family law to determine who qualifies as a surviving spouse or cohabitant, removes provisions related to beneficiaries who live outside the United States, and replaces references to "invalid" with "incapacitated."
- [HB 4113](#) ✓ Adds bladder and female reproductive cancers to the list of cancers compensable under Oregon's workers' compensation law for nonvolunteer firefighters with five or more years of service. It also requires the [Workers'](#)

Unemployment Insurance, Workers' Compensation, and Leave Law, cont'd

[Compensation Management-Labor Advisory Committee](#) to review and consider further evidence related to cancer presumptions.

- HB 4138 ✓ Establishes new requirements for the administration of temporary disability benefits under Oregon's workers' compensation laws and provides limits for the recovery of overpayments made by an insurer to an injured worker.

Wages, Hours, Benefits, and Employment Agreement

- SB 1513 ✓ Prohibits bakery and tortilla manufacturers from taking an adverse action against an employee who refuses to work a mandatory overtime shift without at least five days' notice.
- SB 1514 ✓ Temporarily removes hiring and retention bonuses from the definition of "compensation" for purposes of the pay equity law.
- SB 1586 ✓ Extends the prohibition on nondisclosure agreements involving employment discrimination or sexual assault to cover former employees of private and public employers and clarifies that the prohibition covers current employees.
- HB 4002 ✓ Establishes maximum hour and overtime wage requirements for Oregon agricultural workers and uses a refundable tax credit to offset a percentage of the additional cost of overtime pay for agricultural employers.
- HB 4059 ✓ Redefines "large-scale project" as "covered project" for purposes of contract labor standards involving certain energy facilities. Requires payment of the prevailing wage rate for work on a covered project with a capacity rating of at least ten megawatts.

Workforce Development

- SB 1545 ✓ Establishes grant programs in the Higher Education Coordinating Commission, the Bureau of Labor and Industries, and the Department of Education, to fund workforce development activities aimed at assisting priority populations in five focus areas: (1) inclusive industry engagement; (2) skilling up existing and future workers; (3) leveraging critically needed supports and wraparound services; (4) modernizing education and training; and (5) assessment, accountability, and continuous improvement.