

## **SB 750 STAFF MEASURE SUMMARY**

### **Senate Committee On Workforce**

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**Prepared By:** Ellen Osoinach, LPRO Analyst

**Sub-Referral To:** Senate Committee On Judiciary

**Meeting Dates:** 4/4

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#### **WHAT THE MEASURE DOES:**

Authorizes relator, a defined term, to bring a civil action in the name of the State of Oregon to enforce a broad array of laws, including worker's compensation, sick leave, occupational safety and health, wage and hour, and civil rights in employment, public accommodations, and real property transactions. Authorizes court to assess civil penalty in public enforcement action in same manner as State for violations where State is currently authorized to seek such penalties. Where statute doesn't impose civil penalty, allows court in public enforcement action to assess civil penalty of \$250 for each individual affected by the violation per two week period in which the violation occurred. Prohibits retaliation against individual who is a relator or who assists a relator. Prohibits contract from impairing right of individual to bring public enforcement action. Creates Community Outreach and Labor Education Fund.

#### **ISSUES DISCUSSED:**

#### **EFFECT OF AMENDMENT:**

No amendment.

#### **BACKGROUND:**

Currently, only the Bureau of Labor and Industries or the Oregon Department of Justice may bring enforcement actions for violations of public contracting requirements; wage and hour laws; minimum wage law; laws regulating employment of minors; laws regulating overtime and meal breaks; laws regulating breast feeding in the workplace; laws protecting domestic workers; occupational safety and health laws; worker's compensation laws; laws regulating employment agencies; laws regulating labor contractors; laws regulating farmworker camp operations; laws defining content of employer-provided health care plans; laws prohibiting discrimination in education; laws prohibiting interference with terminating a pregnancy; laws prohibiting discrimination in employment, public accommodations, and real property transactions; laws restricting inquiries into salary, credit, or criminal history of job applicants; and laws regulating construction contractors.

Senate Bill 507 allows a relator to bring enforcement actions for violations of the laws listed above subject to certain limitations, including where the State has elected to take enforcement action and served notice on the relator.