



## SELECTED OREGON EMPLOYMENT LEGISLATION<sup>1</sup>

### FINAL SESSION REPORT FOR 2014

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The Oregon Legislature convened a short 33-day session, which concluded on Friday, March 7, 2014. Employment-related bills were not the focus of this session. This report covers the outcome of the more significant employment-related bills considered by the Oregon Legislature in this session.

In contrast to the short session this year, the 2015 session will be of full length. We expect to see more significant bills introduced, including legislation addressing paid and unpaid leave. We will keep you posted on the 2015 Legislative Session as it approaches.

BILL	DESCRIPTION	COMMENT
SB 1558	<p><b><u>Self-Insurance Coverage for Workers' Compensation Claims:</u></b> This Bill authorizes the Director of Oregon's Department of Consumer and Business Services to pay compensation due to workers of members of certain decertified self-insured employer groups.</p>	<p><i>This legislation may help avoid costly litigation among the members of insolvent self-insured groups to determine liability for millions in claims liabilities.</i></p> <p><b><i>This Bill has been signed into law by the Governor and will be effective April 1, 2014.</i></b></p>
HB 4010	<p><b><u>Posting of Employment Appeals Board Decisions:</u></b> This Bill authorizes the Employment Department to make public all decisions of Employment Appeals Board.</p> <p>This Bill applies to decisions issued before, on or after the effective date of the Act.</p>	<p><i>This legislation reverses a previous court decision which prohibited the Employment Department from making its decisions publically available. The new statute will allow parties access to previous EAB decisions to ensure consistency on appeal of unemployment decisions by an ALJ.</i></p> <p><b><i>The Bill was signed into law by the Governor on March 6<sup>th</sup>, 2014, and was immediately effective upon passage.</i></b></p>

<sup>1</sup> [Jennifer Paul](#) is an attorney with the [SAALFELD GRIGGS](#) law firm in Salem Oregon. ([www.sglaw.com](#)). This summary was prepared with the firm's assistance. The information contained in this report is current as of March 10, 2014. This summary focuses on significant bills affecting private sector employers and is not intended to cover every employment-related bill. This information is considered accurate but is not guaranteed. Additional information is available at [www.leg.state.or.us](#). The above comments are not legal advice and do not necessarily reflect the views of Salem Human Resource Management Association, its board or members, or any affiliated organization. The purpose of this report is to provide information and analysis and is not intended to lobby one position over another. Follow these updates on Twitter [@sgEmploymentLaw](#). KEEP THE TWITTER? IS IT USED?

<p>HB 4023</p>	<p><b>Hiring Preference for Veterans:</b> Among other things, this Bill permits private employers to give preference in hiring and promotion of employees to members of uniformed service, uniformed service veterans, spouses of permanently and totally disabled uniformed service veterans and widows and widowers of uniformed service veterans.</p>	<p><i>This Bill passed out of the house on March 7<sup>th</sup>, 2014, with amendments, and was immediately effective upon passage.</i></p>
<p><b>FAILED BILLS – These Bills did not pass during the 2014 Oregon Legislative Session.</b></p>		
<p>SB 1543</p>	<p><b>New Unlawful Employment Action/ACA:</b> This Bill would have made reducing an employee’s hours to less than full-time for the sole purpose of preventing employees’ eligibility for coverage under the Patient Protection and Affordable Care Act an unlawful employment practice.</p>	
<p>HB 4091</p>	<p><b>Hiring Preference for Veterans:</b> This Bill would have authorized preference in hiring and promotions for employees of private employers who have served in uniformed services and for spouses of such employees under certain circumstances.  Similar language was adopted in HB 4023.</p>	<p>See HB 4023 above.</p>