

Secretary of State  
Certificate and Order for Filing  
**PERMANENT ADMINISTRATIVE RULES**

I certify that the attached copies\* are true, full and correct copies of the PERMANENT Rule(s) adopted on [ 12/27/07 ] by the  
Date prior to or same as filing date  
Bureau of Labor and Industries, Wage and Hour Division 839-001

Agency and Division Administrative Rules Chapter Number

Marcia Ohlemiller 800 NE Oregon, Suite 1045, Portland, OR 97232 (971) 673-0784  
Rules Coordinator Address Telephone

to become effective [ January 1, 2008 ]. Rulemaking Notice was published in the [November, 2007] Oregon Bulletin.\*\*  
Date upon filing or later Month and Year

**RULE CAPTION**

Adopts and amends rules regulating wage claim enforcement and civil penalties

**Not more than 15 words that reasonably identifies the subject matter of the agency's intended action.**

**RULEMAKING ACTION**

List each rule number separately (000-000-0000)

Secure approval of new rule numbers (Adopted or Renumbered rules) with the Administrative Rules Unit prior to filing.

**ADOPT:** OAR 839-001-0495 and 839-001-0496

**AMEND:** OAR 839-001-0150; 839-001-0153; 839-001-0160; 839-001-0450; 839-001-0740; and 839-001-0760

**REPEAL:** OAR 839-001-0157

Stat. Auth.: ORS 651.060(4); 652.165; 652.900

Other Auth.: House Bills 2254, 2256, and 2674 (2007 Legislature)

Stats. Implemented: ORS 652.010 – 652.900

**RULE SUMMARY**

The permanent rules adopted, amended and repealed implement new civil penalty provisions enacted in House Bills 2254, 2256 and 2674 (2007 Legislature) effective January 1, 2008. These bills provide new civil penalty authority in ORS 652.900 for an employer's failure to timely provide an employee access to the employee's personnel records as required; failure to comply with established requirements for methods of paying wages pursuant to ORS 652.100; and failure to timely pay amounts deducted from an employee's wages to the appropriate recipient as required.



Dan Gardner

December 27, 2007

Authorized Signer

Printed name

Date

\*With this original, file one photocopy of certificate, one paper copy of rules listed in Rulemaking Actions, and electronic copy of rules. \*\*The Oregon Bulletin is published the 1st of each month and updates rules found in the OAR Compilation. For publication in Bulletin, rule and notice filings must be submitted by 5:00 pm on the 15th day of the preceding month unless this deadline falls on a weekend or legal holiday, when filings are accepted until 5:00 pm on the preceding workday.

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