



Commissioner Brad Avakian
Bureau of Labor and Industries

Fresh from the 2010 Legislature:
Recent Changes in Labor & Employment Law
(Updated March 2, 2010)

BOLI's Technical Assistance for Employers Program provides educational seminars and other services to Oregon employers to help them comply with state and federal laws. When employers have up-to-date information about changes in the law, they can avoid unnecessary complaints, benefiting both employers and employees.

This list highlights changes made to Oregon labor and employment laws by the 75th Legislative Assembly during the 2010 Supplemental Session. In the coming months, TA will be offering guidance on our website (www.oregon.gov/boli/ta) and you will be able to have questions answered by our expert staff (971-673-0824). NOTE: For technical assistance regarding House Bill 3651 or any prevailing wage rate issue, please call 971-673-0838.

Concept Number	Sponsoring Member or Committee	Concept Overview
HB 3651	House Committee on Business and Labor	Applies prevailing wage rate law to the construction or installation of solar energy systems on public buildings and land. ➤ <i>Operative provisions effective January 1, 2011.</i>
HB 3652	House Committee on Business and Labor	Directs the State Apprenticeship and Training Council to establish standards to allow electrical apprentices to work without direct supervision after completion of 5,000 hours of apprenticeship training for a license requiring 6,000 hours of training ➤ <i>Effective January 1, 2011.</i>
HB 3686	House Education	Repeals ORS 342.650 and 342.655, which prohibit the wearing of religious dress while engaged in the performance of duties as a teacher, and amends the Workplace Religious Freedom Act (2009) and the undue hardship test as it relates to a classroom environment. ➤ <i>Effective July 1, 2011.</i>
SB 996	Sen. Schrader	Expands protections under the public employee whistleblower law (ORS 659A.203) for employees who report violations of the law and safety dangers to include discussions with elected officials and auditors. ➤ <i>Passed House and Senate, effective upon enrollment.</i>
SB 1045	Sen. Rosenbaum; Rep. Kotek	Prohibits use of credit histories for employment purposes (pre-employment screenings or promotions) and makes use of credit histories an unlawful employment practice enforceable by BOLI under ORS Chapter 659A. ➤ <i>Operative provisions effective July 1, 2010.</i>

The mission of the Bureau of Labor and Industries is to protect employment rights, advance employment opportunities, and protect access to housing and public accommodations free from discrimination.