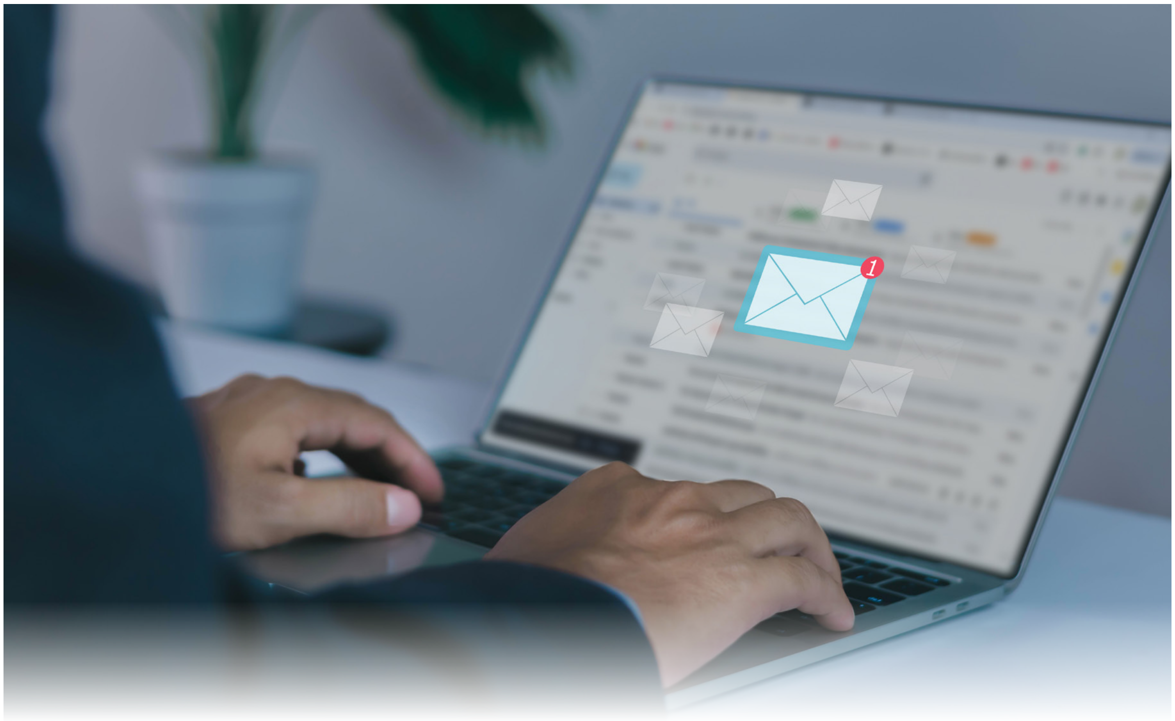
TOOL BOX

Summer 2026



CCB uses email communication more than ever. Keep your email up to date with the CCB!

The CCB is transitioning to electronic communication for all reminders about renewals, insurance expiration, education audits, and more. We're urging you to keep your email up to date to receive our communications and stay informed about your license.
Here are some tips:

- **Stay subscribed.** Clicking the "unsubscribe" link in any email from the CCB prevents you from receiving reminders and updates about your license. Stay subscribed to stay informed!

- **Update your email address when it changes**. Use the contractor portal to update your email address when you have a new one.

- **Read it, don't delete it. Read emails from the CCB**. We don't send junk mail!

Construction Contractors Board

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Salem, OR 97309-5052

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www.oregon.gov/ccb

Maintain up to date worker's comp information at the CCB

Did you know that you can get a violation during your next jobsite check if you haven't updated your worker's comp information with the CCB? Here's what you can do to stay in compliance.

- **Update the CCB if you have a new policy number**. During jobsite checks, field investigators will check the status of your workers comp policy on record with the agency. If you have a new policy but haven't updated the CCB, we may show an expired policy and lack of worker's compensation. You could run the risk of an enforcement penalty.

- **Change your exempt/nonexempt status whenever you add or drop a worker's comp policy**. In general, if you have no employees and no worker's comp policy, your status is exempt. If you have employees and a worker's comp policy, your status is non-exempt. When your status changes and doesn't match your current policy, you are out of compliance. You can change the status easily through your portal account. Learn more about the exempt/nonexempt status on our website.

Check out these opportunities for continuing education.

If you need to take continuing education to renew your license, the CCB is offering live webinars for continuing education credit.

- **Guide to Weatherizing Your House, September 2, 11:00 – 12:00**. This popular webinar is aimed at homeowners, but contractors who want to join can get 1 hour of continuing education credit. Register online.

- **CCB Laws, Rules, and Business Practices class, featuring CCB and Department of Environmental Quality (DEQ), September 30, 9:00-12:00**. Join this webinar to learn more about asbestos disposal, asbestos testing, and how to stay in compliance with your CCB license. This
3-hour webinar fulfills the 3-hour CCB credit requirement for residential contractors. Register online.

Need more webinar options?
The fall webinar schedule should be posted by mid-September. Check back on the CCB's website for more classes.

Want to take CCB classes on your own timeline?
CCB offers free classes through the contractor portal. Log in to your portal account to take CCB classes on-demand.

New Oregon Laws on Wage Theft and Labor Contractors: What Construction Businesses Need to Know

Oregon has enacted new laws aimed at combating wage theft and tightening oversight of labor providers in the construction industry. These changes directly affect licensed contractors, project owners, and anyone who hires or manages subcontractors.

Two major bills—SB 426 (2025) and HB 4089 (2026)—introduce new liabilities, new enforcement tools, and new scrutiny of labor-supply practices in the construction industry.

Senate Bill 426 (2025), which went into effect on January 1, 2026, implements changes to wage-liability laws in Oregon. Under this bill, certain property owners and direct contractors (contractors who enter into a contract with a property owner) are now jointly and severally liable for unpaid wages owed to any unrepresented worker employed by subcontractors at any tier.

This means that even if a direct contractor has no direct control over a subcontractor's employees, they may still be held financially responsible if those workers are not paid correctly. The goal is to curb wage theft by ensuring that the entities with financial authority over a project cannot avoid responsibility when lower-tier subcontractors fail to meet wage obligations.

For contractors, this change raises the stakes significantly and underscores the need for stronger subcontractor vetting, tighter contract language, and more active oversight of payroll practices on job sites.

SB 426 primarily targets "unrepresented employees"—those not covered by collective bargaining agreements with union representation. Employees covered by union-negotiated collective bargaining agreements remain outside SB 426's scope and are generally already covered by union provided dispute-resolution and wage enforcement mechanisms.

House Bill 4089 (2026) expands Oregon's criminal enforcement tools by including in the definition of "theft of services" failure to fully pay workers—whether they are employees or independent contractors—for labor they have already provided. This means that partial payment or nonpayment can now be prosecuted by local District Attorneys as a criminal offense.

The bill also makes it a crime to knowingly use an unlicensed labor contractor, with penalties of up to five years in prison, a $125,000 fine, or both. This represents an increase in efforts to crack down on underground labor brokers and protect workers from exploitation. HB 4089 will take effect on January 1, 2027.

KEY CONTACTS

Licensing questions:
503-378-4621

Report unlicensed activity:
503-934-2229

Dispute resolution/mediation questions:
503-934-2247

Education questions:
503-934-2227

STAFF

Administrator
Chris Huntington

HR Manager
Heather Parker

Licensing Manager
Dana Zeimantz

Enforcement Manager
Vena Swanson

Communications/Education Manager
Leslie Culpepper

Central Services Manager
Sean Riesterer

QUESTIONS?

www.oregon.gov/ccb

ccb.info@ccb.oregon.gov

Taken together, these laws reflect Oregon's increasing focus on wage compliance, labor-contractor oversight, and accountability throughout the construction industry.

Licensed contractors should review their subcontracting practices, update contract language, and ensure that all labor providers they work with are properly licensed and compliant. These changes are reshaping the regulatory landscape—and proactive compliance will be essential for avoiding costly liability and maintaining a competitive edge in Oregon's construction market.

Have questions? See the FAQ below.

FAQ: Oregon's New Laws on Wage Theft and Labor Contractors

Oregon has recently passed two laws that affect wage practices and labor contractor oversight in the construction industry: SB 426 (2025) and HB 4089 (2026). This FAQ provides a general overview of what these laws do and what actions contractors may need to take.

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1. What do I need to do?

- Licensed contractors should review their subcontracting practices and ensure that all labor providers and subcontractors they work with are properly licensed and compliant.
- Seek legal advice from a licensed attorney if you have additional questions or concerns.

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2. What are these new laws about?

These laws focus on:

- Wage theft prevention
- Oversight of subcontractors and labor providers
- Accountability across construction projects

3. When do/did these laws go into effect?

- SB 426 became effective on January 1, 2026
- HB 4089 will go into effect on January 1, 2027

4. Who is affected by these laws?

Licensed contractors, project owners, and anyone who hires or manages subcontractors or labor providers may be affected, depending on their role and the specific provisions of each law.

5. What does SB 426 (2025) change?

SB 426 creates joint and several liability for certain property owners and direct contractors if unrepresented workers (employed by subcontractors at any tier) are not paid their wages.

6. What is "joint and several liability"?

It means that if wages go unpaid, a property owner or direct contractor may be held fully responsible, even if the unpaid wages were owed by a subcontractor further down the chain.

7. Who is a "direct contractor"?

A direct contractor is one that enters into a contract directly with the property owner for a construction project.

8. Who is an "unrepresented worker"?

A worker who is not represented by a union or collective bargaining agreement.

9. Are union members impacted by SB 426?

Employees covered by union-negotiated collective bargaining agreements remain outside SB 426's scope and are generally already covered by union provided dispute-resolution and wage enforcement mechanisms.

10. What does HB 4089 (2026) change?

HB 4089 expands the definition of "theft of services" to include failing to fully pay workers (employees or independent contractors) for labor they have already performed and increases penalties for knowingly using an unlicensed contractor /subcontractor and for using the CCB license number of another.

11. What are the potential penalties?

The law allows for penalties of:

- Up to five years in prison
- A fine of up to $125,000 Or both