

ORS Citation	HB 2527 Provision	BOLI Labor Contractor Provision (ORS/OAR)
<b>HB 2527 SECTION 4 (New ORS 181A.908) Training through Bureau of Labor and Industries.</b>		
181A.908(1)	<p>(1) Rules adopted under ORS 181A.900 shall require that a licensed private security entity provide professional training through the Bureau of Labor and Industries to private security providers employed or contracted by the private security entity on:</p> <p>(a) Preventing sexual assault and sexual harassment in the workplace;</p> <p>(b) Preventing discrimination in the workplace and promoting cultural competency; and</p> <p>(c) Educating the workforce regarding protection for employees who report a violation of a state or federal law, rule or regulation.</p>	<p>ORS 658.428 requires training on the same topics for employees of property services contractors who perform janitorial services, and to employees who manage or supervise those employees. (OAR 839-015-0380)</p>
181A.908(2)	<p>(2) A private security entity shall provide the training as follows:</p> <p>(a) At least once during the year in which a private security entity license is first issued to a private security entity;</p> <p>(b) For new employees, within 90 days of the employee's initial hiring date; and</p> <p>(c) At least once every two years after the renewal of a license.</p>	<p>ORS 658.428 requires the same timing for the training for employees of property services contractors who perform janitorial services, and to employees who manage or supervise those employees. (OAR 839-015-0380)</p>
<b>Implementation Notes</b>	<p>DPSST plans to make the required BOLI professional training available to private security providers in a self-paced online training and exam format similar to the department's Event and Entertainment certification and the online training option for Executive and Supervisory Manager licensure.</p>	

**HB 2527 SECTION 5 (New ORS 181A.906) Firearm training.**

181A.906	A private security entity that employs armed private security professionals must ensure that training requirements imposed by the Department of Public Safety Standards and Training involving a firearm required for certification are successfully completed with a firearm that matches the make, model and caliber of the firearm that will be possessed by or available to the armed private security professional while performing private security services.	From SB 114 (2021 Regular Session). No comparable Labor Contractor provision.
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<b>Implementation Notes</b>	The department plans to revise the Form PS-6 training affidavit to reflect the HB 2527 changes to the annual armed training requirements.	
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**HB 2527 SECTION 6 (New ORS 181A.913) Required statements to private security professionals.**

181A.913(1)	<p>A licensed private security entity shall:</p> <p>(1) Furnish to each private security professional employed by a private security entity, at the time of hiring, a written statement that includes a description of:</p> <p>(a) The employee's rights and remedies under ORS chapters 652, 653, 654, 656 and 659A, the Service Contract Act (41 U.S.C. 351-401) and any other such law specified by the Department of Public Safety Standards and Training, in plain and simple language in a form specified by the department; and</p> <p>(b) The terms and conditions of employment, including the method of computing the rate of compensation.</p>	ORS 658.440; OAR 839-015-0310
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181A.913(2)	(2) Furnish to each private security provider employed by the private security entity, each time the provider receives a compensation payment from the entity, a written statement itemizing the total payment and amount and purpose of each deduction from the total payment, hours worked and rate of pay.	ORS 658.440; OAR 839-015-0310
Implementation Notes	The department plans to make templates available on our website to help entites comply with the requirement. See BOLI Form WH-151.	
HB 2527 SECTION 7 (New ORS 181A.914) Prohibitions relating to discharge of or discrimination against private security provider.		
181A.914	A private security entity may not discharge or in any other manner discriminate against any private security provider employed by or who contracts with the private security entity because: (1) The private security provider has made a claim against the private security entity for compensation for the private security provider’s own personal services; (2) The private security provider has caused to be instituted any proceedings under or related to ORS 181A.840 to 181A.893; (3) The private security provider has testified or is about to testify in any such proceedings; or (4) The private security provider has discussed or consulted with anyone concerning the private security provider’s rights under ORS 181A.840 to 181A.893.	ORS 658.452; OAR 839-015-0508; 839-015-0520
Implementation Notes	The department plans to provide instructions and links for filing a discrimination complaint.	

**HB 2527 SECTION 8 (New ORS 181A.904) License examination; rules.**

181A.904	The Department of Public Safety Standards and Training may not issue a license to operate as a private security entity until an applicant for such a license has successfully passed a qualifying examination designed to test the applicant's knowledge of the entity's responsibility to prevent sexual assault, sexual harassment and discrimination in the workplace. The director of the department shall prescribe by rule the requirements for and the manner of testing the competency of license applicants.	ORS 658.412; OAR 839-015-0170 thru 839-015-0195
<b>Implementation Notes</b>	DPSST plans to make the required exam available to applicants in a self-paced online format similar to the required professional BOLI trainings and exam in Section 4.	