

Requested by SENATE COMMITTEE ON WORKFORCE

**PROPOSED AMENDMENTS TO
SENATE BILL 370**

1 On page 1 of the printed bill, line 3, before the period insert “; and de-
2 claring an emergency”.

3 Delete lines 5 through 26 and delete page 2 and insert:

4 **“SECTION 1. (1) As used in this section and section 2 of this 2019**
5 **Act, ‘employee’ and ‘employer’ have the meanings given those terms**
6 **in ORS 652.210.**

7 **“(2) An employer shall, within 72 hours of receiving a notice of an**
8 **inspection from a federal agency compelling the employer to provide**
9 **access to records of forms and any other documentation used by the**
10 **employer to verify the identity and employment eligibility of the em-**
11 **ployees hired by the employer, notify the employer’s employees of the**
12 **upcoming inspection.**

13 **“(3) The employer shall notify employees of an upcoming inspection**
14 **by:**

15 **“(a) Posting a notice in a conspicuous and accessible location, in**
16 **English and in the language the employer typically uses to communi-**
17 **cate with the employees; and**

18 **“(b) Making reasonable attempts to individually notify employees**
19 **in the employee’s preferred language.**

20 **“(4) The notice shall include:**

21 **“(a) A copy of the federal agency’s notice of inspection received by**

1 **the employer;**

2 **“(b) The date on which the employer received the notice of in-**
3 **spection from the federal agency;**

4 **“(c) The scope of the federal agency’s inspection;**

5 **“(d) Information describing the legal rights of an employee, re-**
6 **gardless of an employee’s citizenship status;**

7 **“(e) The employer’s obligations with respect to providing informa-**
8 **tion within the scope of the federal agency’s notice of inspection; and**

9 **“(f) A list of community resources available to employees including,**
10 **but not limited to:**

11 **“(A) Legal aid service providers; and**

12 **“(B) Community organizations that provide advocacy for immigrant**
13 **and refugee workers.**

14 **“SECTION 2. The Commissioner of the Bureau of Labor and In-**
15 **dustries shall generate and make available on the Bureau of Labor and**
16 **Industries website a template for a notice that employers may use to**
17 **comply with the requirements of section 1 of this 2019 Act.**

18 **“SECTION 3. (1) Section 2 of this 2019 Act becomes operative on**
19 **January 1, 2020.**

20 **“(2) The Bureau of Labor and Industries may take any action before**
21 **the operative date specified in subsection (1) of this section that is**
22 **necessary to enable the bureau to exercise, on and after the operative**
23 **date specified in subsection (1) of this section, the duties of the bureau**
24 **pursuant to section 2 of this 2019 Act.**

25 **“SECTION 4. This 2019 Act being necessary for the immediate**
26 **preservation of the public peace, health and safety, an emergency is**
27 **declared to exist, and this 2019 Act takes effects on its passage.”.**

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