

## **HB 3307 -1 STAFF MEASURE SUMMARY**

### **House Committee On Business and Labor**

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**Meeting Dates:** 3/20, 3/27

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#### **WHAT THE MEASURE DOES:**

Provides that individuals who participate in registered apprenticeship program or any private sector training program that provides job-specific skills training necessary for obtaining employment in skilled trade are in employment relationship with employer that sponsors or provides training for purposes of civil rights, discrimination, and harassment in the workplace protections. Does not provide rights under Oregon Family Leave Act, Paid Leave Oregon, or any other leave laws. Does not create employment relationship for purposes of wage and hour laws, minimum wage, wage-related employment conditions, child labor laws, occupational safety and health laws, workers' compensation, unemployment, or farm labor contractor law.

#### **ISSUES DISCUSSED:**

- Protecting all individuals in the workplace
- Prohibition against adults in custody from having employment relationship
- Amendment

#### **EFFECT OF AMENDMENT:**

-1 Exempts On-the-job-training programs administered or operated by Department of Corrections or Oregon Corrections Enterprise. Clarifies that protections apply to individuals that is in registered apprenticeship program.

#### **BACKGROUND:**

Currently, certain workplace protections apply only to employees or interns (ORS 659A.230), but because participants in "on-the-job training program" are not technically considered employees, specific protections are not provided in Oregon. Federal law, under Title 29 of the Code of Federal Regulations, part 30, prohibits discrimination based on race, color, religion, national origin, sex, sexual orientation, age (18 or older), genetic information, and disability in registered apprenticeships. But there is no parallel state protection.

House Bill 3307 provides employment-related anti-discrimination laws, protections under ORS Chapter 659A to individuals who participate in registered apprenticeship programs or any private sector on-the-job training programs.

The measure provides the individuals participating in "on-the-job training program, including registered apprenticeship, protection under ORS chapter 659A concerning civil rights, discrimination and harassment in the workplace which includes 659A.030: Discrimination based on race, color, religion, sex, sexual orientation, national origin, marital status or age prohibited; discrimination based on military service; discrimination based on a disability. Discrimination for reporting a violation of law, and discrimination based on being a victim of domestic violence, sexual assault, harassment or stalking.