

**HB 4127 A BUDGET REPORT and MEASURE SUMMARY**

**Joint Committee On Ways and Means**

**Prepared By:** Stacey Chase, Department of Administrative Services

**Reviewed By:** Ben Ruef, Legislative Fiscal Office

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**Bureau of Labor and Industries**

**2023-25**

PRELIMINARY

## **Budget Summary\***

	2023-25	2024	Committee Change from	
	Legislatively Approved Budget <sup>(1)</sup>	Committee Recommendation	2023-25 Leg. Approved	
			\$ Change	% Change
General Fund	\$ -	\$ 234,274	\$ 234,274	100.0%
Total	\$ -	\$ 234,274	\$ 234,274	100.0%

## **Position Summary**

Authorized Positions	0	4	4
Full-time Equivalent (FTE) positions	0.00	1.00	1.00

<sup>(1)</sup> Includes adjustments through January 2024

\* Excludes Capital Construction expenditures

## **Summary of Revenue Changes**

House Bill 4127 appropriates \$234,274 General Fund to the Bureau of Labor and Industries (BOLI) to process claims filed against employers who violate warehouse worker quota guidelines as defined in the measure.

## **Summary of Transportation and Economic Development Subcommittee Action**

House Bill 4127 prohibits employers from taking adverse action against an employee for failing to meet a quota if the requirement was not provided in writing. Any employee who believes their employer violated this requirement may file a complaint with BOLI. The measure grants BOLI the authority to order employers to provide records relating to employee production. The Commissioner of BOLI may assess a civil penalty if an employer fails to provide documents to the employee or BOLI.

The estimated fiscal impact of the measure on BOLI is \$234,274 General Fund in the 2023-25 biennium and \$818,627 General Fund in the 2025-27 biennium.

The majority of the 2023-25 fiscal impact is affiliated with four full-time permanent positions (1.00 FTE) and the corresponding Services and Supplies costs. These positions will manage the increase in wage and hour compliance (one Compliance Specialist 1), civil rights investigations (one Civil Rights Investigator 1 for intake and one Civil Rights Investigator 2 for investigation), and administrative prosecution (one Compliance Specialist 3). In addition to the expected increase in workload, BOLI's online complaint system will require modifications to include the new

complaint type and affiliated rules. One-time contract costs to manage and implement the system updates are estimated at \$15,960 General Fund and are included in the estimated fiscal impact amount for the 2023-25 biennium.

The fiscal impact for the 2025-27 biennium increased to \$818,627 General Fund to fund the four full-time permanent positions (4.00 FTE) for the entire biennium.

PRELIMINARY

**DETAIL OF JOINT COMMITTEE ON WAYS AND MEANS ACTION**

Bureau of Labor and Industries  
 Stacey Chase - 503-689-4308

DESCRIPTION	GENERAL FUND	LOTTERY FUNDS	OTHER FUNDS		FEDERAL FUNDS		TOTAL ALL FUNDS	POS	FTE
			LIMITED	NONLIMITED	LIMITED	NONLIMITED			
<b>SUBCOMMITTEE ADJUSTMENTS</b>									
<b>SCR 010-00 - Commissioner's Office &amp; Support</b>									
Personal Services	\$ 58,862	\$ -	\$ -	\$ -	\$ -	\$ -	58,862	1	0.25
Services and Supplies	\$ 5,740	\$ -	\$ -	\$ -	\$ -	\$ -	5,740		
<b>SCR 030-00 - Civil Rights</b>									
Personal Services	\$ 95,964	\$ -	\$ -	\$ -	\$ -	\$ -	95,964	2	0.50
Services and Supplies	\$ 9,280	\$ -	\$ -	\$ -	\$ -	\$ -	9,280		
<b>SCR 040-00 - Wage &amp; Hour</b>									
Personal Services	\$ 43,528	\$ -	\$ -	\$ -	\$ -	\$ -	43,528	1	0.25
Services and Supplies	\$ 20,900	\$ -	\$ -	\$ -	\$ -	\$ -	20,900		
<b>SUBCOMMITTEE RECOMMENDATION *</b>	<b>\$ 234,274</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>234,274</b>	<b>4</b>	<b>1.00</b>

% Change from 2023-25 Leg Approved Budget      100.0%      0.0%      0.0%      0.0%      0.0%      0.0%      0.0%      100.0%      100.0%      100.0%

\*Excludes Capital Construction Expenditures

PRELIMINARY