



Legislative Fiscal Office
 82nd Oregon Legislative Assembly
 2024 Regular Session

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 Date: February 19, 2024

Bill Title: Relating to protections for warehouse workers.

Government Unit(s) Affected: Bureau of Labor and Industries

Summary of Fiscal Impact

2023-25 Biennium	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds	Positions	FTE
Bureau of Labor and Industries	\$ 234,274	\$ -	\$ -	\$ -	\$ 234,274	4	1.00
Total Fiscal Impact	\$ 234,274	\$ -	\$ -	\$ -	\$ 234,274	4	1.00

2025-27 Biennium	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds	Positions	FTE
Bureau of Labor and Industries	\$ 818,627	\$ -	\$ -	\$ -	\$ 818,627	4	4.00
Total Fiscal Impact	\$ 818,627	\$ -	\$ -	\$ -	\$ 818,627	4	4.00

Measure Description

HB 4127-A 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 the Bureau of Labor and Industries (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.

Fiscal Analysis

The fiscal impact of the measure on BOLI is \$234,274 General Fund and four full-time permanent positions (1.00 FTE) in the 2023-25 biennium, increasing to \$818,627 General Fund as the positions increase to 4.00 FTE in 2025-27. Most of the 2023-25 fiscal impact is associated with the positions that will manage the increase in wage and hour compliance, civil rights investigations, and administrative prosecution. These positions and their associated services and supplies are estimated to cost \$218,314 General Fund for the 2023-25 biennium.

BOLI anticipates an increased caseload due to the anticipated growth of the industry (21% Oregon Industry Employment Projections, Oregon Employment Department), a higher-than-average turnover rate, and the requirements of the measure. BOLI currently receives complaints for employers failing to provide personnel records within 45 days and anticipates the measure’s timeline of 21 days will lead to an increase in complaints. A typical investigation takes 8–12 hours; if validated, the resolution requires an additional 5 hours on average. Given the likelihood of noncompliance, BOLI anticipates most complaints related to the measure will require an average of 15 hours to resolve across multiple units.

In addition to positions, BOLI’s online complaint system will require modifications to include this new complaint type and rules. One-time contract costs are estimated at \$15,960 General Fund to manage and implement the system update.

Relevant Dates

The measure takes effect on January 1, 2025. Provisions related to work hour quotas become operative 30 days following the effective date of the measure.