



Joint Subcommittee on Transportation and Economic Development
900 Court St. NE
Salem, Oregon 97301

March 11, 2025

Co-Chairs and Members of the Committee:

Thank you for the opportunity to summarize the points discussed at the March 10, 2025 hearing regarding the investment needed to clear the backlog of Civil Rights and Wage and Hour Claims and prevent future backlogs.

The following summarizes the possible investments and anticipated outcomes.

Options: Wage and Hour	Outcome
1A) Fully Fund BOLI's request (25 perm)	No \$25.34/hr. triage; no intake backlog by FY 27; no investigations backlog by FY29; permanent positions sufficient capacity for currently anticipated demand.
2B) Fully Fund BOLI's request (25 perm) and include LDs 2 LDs intake 46 LDs investigation	No \$25.34/hr. triage, no intake backlog end of calendar year '25; no investigations backlog end of FY 26; permanent positions sufficient capacity for anticipated demand.
2A) Flat Funding	Option 1: Increase triage dismissals from 17% to 42% of cases approx. 3480 cases at intake then – triage dismissals ongoing; =
2B) Flat Funding	Option 2: Backlog over 5,000 cases; 480 days to case resolution
3) Reduced Funding	More dismissals, more triage, more time to resolution, thousands more Oregonians unable to meet basic needs, culture of non-compliance, competitive advantage for bad actors.



Options: Civil Rights	Outcome
1A) Fully Fund BOLI's request (19 perm)	No investigations triage dismissals, no intake or investigations backlog by FY 26; continue intake triage dismissals; permanent positions sufficient capacity for anticipated demand.
1B) Fully Fund BOLI's request and include LDs 14 LDs intake 13 LDs investigation	No intake triage dismissals; no investigations triage dismissals, no intake or investigations backlog by FY 26; permanent positions sufficient capacity for anticipated demand.
2A) Flat Funding	Option 1: Approx. 6749 intake closures; 330 investigations closures per year going forward.
2B) Flat Funding	Option 2: Backlog of approx. 6749; 330 investigations closures per year going forward.
3) Reduced Funding	More dismissals, more triage closures, meaningless civil rights protections.

As we discussed, BOLI is requesting no additional general funds over CSL. \$8.8M of the request is solely for expenditure limitation and position authority; the balance of the request, \$11.8M, is for expanded utilization of the Workers Benefit Fund. These positions will need to be permanent in order to have the outcomes stated above. One-time funding will only reduce the number of positions the Bureau can fill and further retention problems.

Thank you for your consideration. As always, we are happy to answer any questions.

Sincerely,

Christina Stephenson
Commissioner of the Bureau of Labor and Industries