

HB 3550 STAFF MEASURE SUMMARY

Senate Committee On Labor and Business

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Meeting Dates: 5/1

WHAT THE MEASURE DOES:

The measure exempts from minimum wage, minimum employment condition, overtime, and meal period laws (ORS 653.010 to 653.261), minor league baseball players who are subject to a collective bargaining agreement that provides for payment of wages and other working conditions.

REVENUE: No revenue impact

FISCAL: Has minimal fiscal impact

ISSUES DISCUSSED:

EFFECT OF AMENDMENT:

No amendment.

BACKGROUND:

Oregon wage and hour laws provide for minimum wage and employment conditions including meal period, rest breaks, and overtime for employees. However, there are employees who are exempt from these laws, including federal employees, outside salespersons, babysitters, and certain seasonal workers.

Major League Baseball (MLB) and the Major League Baseball Players Association, the labor union representing all domestic Minor League Players employed by a MLB Club recently negotiated a new collective bargaining agreement (CBA) on behalf of Minor League Baseball Players. The new Minor League CBA treats the Players as salaried employees in which they receive weekly salaries throughout the calendar year (with the exception of a brief period around the holidays when Players are off and not permitted to perform work for their Clubs). Under the Minor League CBA, the Players receive health benefits, retirement benefits, housing benefits, and salary continuation in the event of disability resulting from a work-related injury. The compensation and benefits that Players receive under the CBA results in them being treated as “exempt” salaried professionals.

There are two Minor League Baseball Teams, Eugene Emeralds and Hillsboro Hops, that employ players subject to the Minor League CBA.

House Bill 3550 adds Minor League Baseball Players subject to a collective bargaining agreement to the exemption from wage and hour laws, during the period in which Players are compensated pursuant to the terms of the CBA.