



Legislative Fiscal Office
83rd Oregon Legislative Assembly
2025 Regular Session

Prepared by: MaryMichelle Sosne
Reviewed by: Michelle Deister, Ben Ruef, Kim To
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Bill Title: Relating to employment; declaring an emergency.

Government Unit(s) Affected: Employment Department, Bureau of Labor and Industries, Department of Administrative Services

Summary of Fiscal Impact

2025-27 Biennium	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds	Positions	FTE
Bureau of Labor and Industries	\$ 561,183	\$ -	\$ -	\$ -	\$ 561,183	4	2.75
Total Fiscal Impact	\$ 561,183	\$ -	\$ -	\$ -	\$ 561,183	4	2.75

2027-29 Biennium	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds	Positions	FTE
Bureau of Labor and Industries	\$ 497,498	\$ -	\$ -	\$ -	\$ 497,498	3	2.50
Total Fiscal Impact	\$ 497,498	\$ -	\$ -	\$ -	\$ 497,498	3	2.50

Measure Description

The measure excludes meal periods from “work time”. Employers who violate meal period requirements are subject to penalties established by the Bureau of Labor and Industries (BOLI). Any amount the employer is required to pay to the employee is classified as a penalty and is not considered wages or compensation. The measure declares an emergency and is effective on passage.

Fiscal Analysis

Bureau of Labor and Industries

During the 2021-23 biennium, BOLI received 1,459 rest and meal period complaints, approximately 32% of the total complaints the bureau received. Of the rest and meal period complaints, 35% were related to meal period violations. BOLI anticipates opening an additional 502 investigations for meal period complaints each biennium due to the requirements of this bill. BOLI will convene a Rules Advisory Committee to receive stakeholder input and develop rules. To complete the increased workload, BOLI requires four new positions, projected to cost \$561,183 General Fund. New positions include two permanent full-time compliance specialist 1 positions and one permanent part-time compliance specialist 1 position to process the additional meal period investigations and one limited duration full-time operations and policy analyst 2 position to assist with rulemaking. In 2027-29 costs decrease to \$497,498 General Fund, due to the phase out of the operations and policy analyst 2 position. The measure has a minimal fiscal impact on the Oregon Employment Department and no fiscal impact on the Department of Administrative Services.

Relevant Dates

The measure declares an emergency and takes effect on passage.