

**A-Engrossed**  
**House Bill 2548**

Ordered by the House June 18  
Including House Amendments dated June 18

Sponsored by Representatives VALDERRAMA, MUNOZ, NELSON; Representatives ANDERSEN, CHOTZEN, FRAGALA, GAMBA, HUDSON, NOSSE, TRAN, Senators JAMA, PATTERSON, PHAM K, TAYLOR (Presession filed.)

**SUMMARY**

The following summary is not prepared by the sponsors of the measure and is not a part of the body thereof subject to consideration by the Legislative Assembly. It is an editor's brief statement of the essential features of the measure. The statement includes a measure digest written in compliance with applicable readability standards.

**Digest: The Act would tell PSU to conduct a study on farmworker labor standards. Tells HECC to submit reports on the findings. The Act would tell LPRO to conduct a study on labor standards in the agricultural industry. Tells LPRO to submit findings to the legislature by September 15, 2026. The Act takes effect when the Governor signs it. (Flesch Readability Score: 60.8).**

*[Digest: The Act creates laws about a labor standards board for agricultural workers. The Act would prohibit employers from firing such workers without cause. The Act takes effect when the Governor signs it. (Flesch Readability Score: 63.8).]*

*[Establishes the Agricultural Workforce Labor Standards Board.]*

*[Prescribes the duties of the board. Directs the board to establish minimum working standards for agricultural workers. Provides remedies for agricultural workers alleging a violation of the minimum standards established by the board.]*

*[Requires the board to conduct an biennial comprehensive review to determine whether to adopt new minimum standards or revise existing standards. Directs the board to establish uniform training requirements for agricultural workers, supervisory and nonsupervisory employees and establish a process by rule for certifying worker organizations to provide the training to agricultural workers.]*

*[Requires the board to submit an annual report to the Governor and the Legislative Assembly summarizing the results of the comprehensive review and any actions taken by the board in the prior year.]*

*[Prohibits employers from terminating an agricultural worker unless the termination is for cause. Sets forth the conditions that must be satisfied in order to determine the existence of cause. Provides remedies for agricultural workers alleging a retaliation or a violation of the for cause standard.]*

**Directs the Higher Education Coordinating Commission to distribute moneys to the Center for Public Service at Portland State University to conduct, in consultation with Oregon State University, a study examining the labor standards and working experiences of farmworkers in this state. Requires the center to integrate the study findings with the study conducted by the Legislative Policy and Research Director.**

**Directs the commission to submit reports on the findings of the study to the interim committees of the Legislative Assembly related to agriculture, business and labor and natural resources by certain dates.**

**Directs the Legislative Policy and Research Director to conduct a study relating to the labor standards in the agricultural industry and the rights and protections afforded to farmworkers in this state. Requires the director to submit a report to the interim committees of the Legislative Assembly related to agriculture, business and labor and natural resources no later than September 15, 2026.**

Declares an emergency, effective on passage.

**A BILL FOR AN ACT**

1  
2 Relating to labor standards for agricultural workers; and declaring an emergency.

3 **Be It Enacted by the People of the State of Oregon:**

4     **SECTION 1.** (1) **The Higher Education Coordinating Commission shall distribute the**  
5 **moneys appropriated to it under section 3 of this 2025 Act to the Center for Public Service**  
6 **at Portland State University to be used by the center to conduct, in consultation with Oregon**  
7 **State University, a study examining the labor standards and working experiences of**

**NOTE:** Matter in **boldfaced** type in an amended section is new; matter *[italic and bracketed]* is existing law to be omitted. New sections are in **boldfaced** type.

1 farmworkers in this state and evaluating the adequacy and availability of existing workplace  
2 protections for farmworkers.

3 (2) To the greatest extent practicable within the scope of allocated funding, the study  
4 must include, but need not be limited to, an analysis of the following:

5 (a) Health and safety risks, including work-related injuries and fatalities, experienced by  
6 farmworkers.

7 (b) Wages, including hourly and piece-rate compensation and work schedules.

8 (c) Availability of, and access to, benefits such as health insurance, retirement benefits  
9 and paid leave.

10 (d) Short-term and long-term financial security of farmworkers.

11 (e) Opportunities for farmworkers to raise workplace concerns or complaints.

12 (f) Harassment, discrimination or retaliation against farmworkers for asserting  
13 farmworkers' rights, and methods for preventing such actions.

14 (g) Availability of training and educational opportunities.

15 (h) Barriers to enforcement of labor protections and access to legal remedies.

16 (i) Employment conditions for farmworkers employed by farm labor contractors licensed  
17 under ORS 658.705 to 658.850.

18 (j) Working experiences of farmworkers subject to a labor contract made under a tem-  
19 porary employment visa program.

20 (k) The impacts on wages, working conditions and employment opportunities for local  
21 farmworkers resulting from the use of workers under a temporary visa program.

22 (3) As part of the study, the center shall:

23 (a) Engage with farmworkers and nonprofit organizations representing the interests of  
24 farmworkers to gain firsthand experiences and perspectives regarding the working conditions  
25 of farmworkers who work on a diverse range of farms that produce different types of agri-  
26 cultural commodities, reflect different types of farm operations and are located in different  
27 geographic regions across this state using engagement methods, including but not limited to:

28 (A) In-person interviews;

29 (B) Focus groups; and

30 (C) Other engagement efforts carried out in partnership with farmworker-serving  
31 nonprofit organizations that have well-established relationships with the farmworker com-  
32 munity.

33 (b) Conduct a confidential survey of farmers regarding the workplace benefits provided  
34 to farmworkers, such as health care stipends, housing, transportation, bonuses, paid vaca-  
35 tion time and retirement benefits, and the factors that influence farmers' decisions about  
36 whether to provide benefits and which benefits to provide.

37 (c) To the greatest extent practicable, use data collection and reporting practices that  
38 protect the confidentiality of identities of individual farmers and farmworkers, including  
39 collection and reporting practices that:

40 (A) Present only summarized information or aggregated data that does not directly  
41 identify interviewees, survey participants, farm operations or the geographic location of such  
42 operations; and

43 (B) Include direct statements, quotations or personal experiences only if an interviewee  
44 or survey participant has provided express, informed consent.

45 (d) Integrate findings from the study completed by the Legislative Policy and Research

1 Director under section 2 of this 2025 Act to be used as a reference framework to  
2 contextualize and inform the analysis of the working conditions of farmworkers.

3 (4) The survey conducted under subsection (3)(b) of this section must represent farmers  
4 from a diverse range of farms that produce different types of agricultural commodities,  
5 represent different types of farm operations and sizes and are located in different geographic  
6 regions across this state.

7 (5) The commission shall submit reports on the findings of the study, in the manner  
8 provided in ORS 192.245, to the interim committees of the Legislative Assembly related to  
9 agriculture, business and labor and natural resources, as follows:

10 (a) The first report must be submitted no later than May 1, 2026, and must provide the  
11 initial findings of the study.

12 (b) The second report must be submitted no later than September 1, 2026, and must  
13 provide:

14 (A) Updates to the initial findings; and

15 (B) A summary of the progress of the study.

16 (c) The final report must be submitted no later than December 1, 2026, and must:

17 (A) Include the final findings of the study.

18 (B) Describe the sampling process used to conduct the confidential survey under sub-  
19 section (3)(b) of this section and a description of identified limitations in the survey sample  
20 data, if any.

21 (C) Demonstrate, without proposing formal or informal policy recommendations, how the  
22 final findings of the study were informed by and analyzed in conjunction with the study  
23 conducted by the Legislative Policy and Research Office Director under section 2 of this 2025  
24 Act, regarding:

25 (i) The availability of, and access to, mandated and optional workplace benefits, including  
26 specific barriers farmworkers face in accessing such benefits;

27 (ii) Any identified gaps in the administration and enforcement of applicable laws and  
28 policies described under section 2 (2)(d)(A) of this 2025 Act;

29 (iii) Shortcomings in education and outreach by state agencies concerning farmworkers'  
30 rights;

31 (iv) Any identified gaps in workplace protections; and

32 (v) The effectiveness and accessibility of existing benefits, programs and protections for  
33 farmworkers, taking into account the dates of adoption and implementation of the relevant  
34 laws and policies establishing such benefits, programs and protections.

35 **SECTION 2.** (1) The Legislative Policy and Research Director shall conduct a study that  
36 includes data collection and assessment and a review of relevant studies, reports, publica-  
37 tions and other relevant literature relating to the labor standards in the agricultural indus-  
38 try and rights and protections afforded to farmworkers in this state. To the greatest extent  
39 practicable within the scope of allocated funding, the study must incorporate:

40 (a) An assessment of data regarding the state of the agricultural industry for the five-  
41 year period beginning January 1, 2021 and ending December 31, 2025, that includes:

42 (A) Coordination with the Employment Department to obtain data on:

43 (i) The number of employers of farmworkers in this state.

44 (ii) The number of farmworkers who work on a seasonal basis versus farmworkers who  
45 work on a permanent basis, including any available data distinguishing farmworkers who are

1 members of the employer's family from non-family members.

2 (iii) Farmworker wage data, including the number of farmworkers who are compensated  
3 on a piece-rate basis.

4 (iv) The total number of farms that hired, and the total number of workers hired, under  
5 a temporary visa program for the purpose of performing agricultural labor.

6 (B) Coordination with the Bureau of Labor and Industries to obtain data regarding the  
7 number of farm labor contractors licensed under ORS 658.705 to 658.850 and the number of  
8 farmworkers employed by farm labor contractors.

9 (C) Coordination with the State Department of Agriculture to:

10 (i) Identify shared elements across the criteria used by the department and the United  
11 States Department of Agriculture to classify family farms and apply those shared elements  
12 to determine:

13 (I) The number of family farms in operation in this state, expressed as a numerical count  
14 and as a percentage of the total farms in operation statewide.

15 (II) The distribution of farms in this state based on operational size and number of em-  
16 ployees and which of those farms qualify as family farms under the applicable criteria.

17 (ii) Provide a breakdown of agricultural commodities produced in this state, including  
18 crop and livestock production.

19 (D) A review of the United States Department of Agriculture National Agricultural Sta-  
20 tistics Service data for Oregon and, where feasible, comparisons with national data.

21 (b) A review of existing state and federal laws and regulations that provide workplace  
22 protections and benefits to farmworkers, including any training and outreach requirements  
23 that apply to farmworkers.

24 (c) An examination of how the following state agencies coordinate with each other in  
25 administering policies and programs regarding farmworkers' rights and protections and  
26 carrying out enforcement mechanisms regarding such rights and protections:

27 (A) The Bureau of Labor and Industries;

28 (B) The Department of Consumer and Business Services;

29 (C) The Employment Department; and

30 (D) Any other state agency deemed relevant by the director.

31 (d) An examination of peer-reviewed studies and research evaluating the impacts of the  
32 use of workers under a temporary visa program for purposes of performing agricultural la-  
33 bor on domestic farmworkers.

34 (2) The examination of the coordinated efforts across state agencies under subsection  
35 (1)(c) of this section, must include:

36 (a) A review of the policies of the Bureau of Labor and Industries with respect to com-  
37 plaints that may be lodged with the bureau.

38 (b) A review of existing farmworker training requirements for which the Bureau of Labor  
39 and Industries, the Department of Consumer and Business Services and the State Depart-  
40 ment of Agriculture are responsible, respectively.

41 (c) A review of available data and research of existing programs that aim to improve the  
42 health and safety outcomes for farmworkers or expand farmworker access to services and  
43 benefits.

44 (d) An evaluation of the respective responsibilities of the state agencies listed under  
45 subsection (1)(c)(A) to (C) of this section to:

1 (A) Investigate and enforce the following, as applicable to farmworkers:

2 (i) Wage and hour laws;

3 (ii) Workplace health and safety standards;

4 (iii) Workers' compensation requirements;

5 (iv) Laws and regulations prohibiting harassment, discrimination and retaliation for en-  
6 gaging in protected activities and invoking protected rights; and

7 (v) Laws and regulations related to pesticide safety and prevention of hazardous expo-  
8 sure.

9 (B) Administer the temporary visa program for purposes of performing agricultural labor  
10 on farms in this state.

11 (C) Collect and apply agricultural employment practice survey data issued by the United  
12 States Department of Labor for purposes of determining or applying prevailing wage rates  
13 for farmworkers.

14 (3)(a) In completing the study under this section, the director shall review relevant data  
15 and information that is made publicly available or made available through information shared  
16 by state agencies.

17 (b) To the greatest extent practicable, all agencies of state government are directed, to  
18 the extent permitted by laws related to confidentiality, to furnish information necessary for  
19 the director to complete the study under this section. The furnished information must be  
20 disaggregated and may not include any personally identifiable information about individual  
21 farmworkers or employers of farmworkers.

22 (4) The director shall submit a report in the manner provided by ORS 192.245 to the in-  
23 terim committees of the Legislative Assembly related to agriculture, business and labor and  
24 natural resources no later than September 15, 2026. The report must include the findings of  
25 the study and identify any limitations encountered in accessing or collecting data, including  
26 where information was unavailable or incomplete.

27 **SECTION 3.** In addition to and not in lieu of any other appropriation, there is appropri-  
28 ated to the Higher Education Coordinating Commission, for the biennium beginning July 1,  
29 2025, out of the General Fund, the amount of \$\_\_\_\_\_, for distribution in accordance with  
30 section 1 of this 2025 Act.

31 **SECTION 4.** In addition to and not in lieu of any other appropriation, there is appropri-  
32 ated to the Legislative Policy and Research Committee, for the biennium beginning July 1,  
33 2025, out of the General Fund, the amount of \$\_\_\_\_\_, which may be expended for carrying  
34 out the study under section 2 of this 2025 Act.

35 **SECTION 5.** Sections 1 and 2 of this 2025 Act are repealed on January 2, 2027.

36 **SECTION 6.** This 2025 Act being necessary for the immediate preservation of the public  
37 peace, health and safety, an emergency is declared to exist, and this 2025 Act takes effect  
38 on its passage.