



2019 Legislative Session Benefits & Employment Policies

UO Government & Community Relations | June 5, 2019



Workplace Harassment

- **SB 478** - Prohibits payments through a nondisclosure agreement (NDA) relating to workplace harassment from campaign contributions or public moneys.
 - Not yet passed.
- **SB 479** - Requires public employers to have a written policy to prevent workplace harassment; prohibits requiring employees to enter into NDAs as a condition of employment if it prohibits the discussion of workplace harassment or sexual assault.
 - Not yet passed.
- **SB 726** – Creates new unlawful employment practices related to workplace harassment and sexual assault, applying to public and private employers.
 - Not yet passed.

Employee Benefits, Compensation & Bargaining

- **SB 852** - Establishes that a part-time faculty members are eligible for health care benefits, and requires the employee to pay 10% of the premium. Directs the state to pay for the costs of insurance premiums out of state funds appropriated to the Oregon Educators Benefit Board (OEBB).
 - In Ways & Means, unknown if it will pass.
- **HB 2266** – Requires Oregon Health Policy Board to study changes in health care coverage in Oregon since implementation the ACA.
- The -5 amendment repeals the elimination of “double coverage,” for PEBB/OEBB dependents, which was removed via SB 1067 (2017). The amendment restores double coverage and opt-out provisions for OEBB and PEBB, and enacts a surcharge on any public worker who elects coordinated coverage for their families.
 - Not yet passed, lawmaker’s are still considering the -5 “double coverage” amendment.

Employee Benefits, Compensation & Bargaining

- **SB 123** – Amends the 2017 Oregon Pay Equity Act, including modifying standard applicable to award of compensatory to punitive damages and prohibits use of employer's implementation of equal pay analysis as admission of liability.
 - Not yet passed.
- **HB 2016** – Makes changes to PECBA. Repeals the statute mandating that employees provide written notice to employers when authorizing or revoking payroll deductions for union dues; makes changes to authorized activities and compensation of designated representatives; union access to employees included in a bargaining unit; and union use of employer facilities and equipment.
 - Not yet passed.
- **HB 2005** – Establishes a paid family and medical leave program for the State of Oregon.
 - Not yet passed.

Hiring Practices

- **HB 2216** – “Rooney Rule,” repeals sunset on law that requires public universities to interview qualified minority candidates when hiring head coaches.
 - Passed; Governor signed.
- **SB 332** – Requires a public employer to interview every qualified veteran who has applied for a position performed by only one person within the organization even if the public employer used an eligibility list to rank applicants.
 - Not yet passed.

PERS Reform

- **SB 1049** – Makes changes to PERS benefits for public employees. The bill changes the amortization period for select liabilities, modifies benefits, and removes restrictions on PERS retirees' ability to be hired after retirement. Additionally, the bill makes investments in the Employer Incentive Fund established in 2018.
- Combined, it is expected to reduce system-wide employer contribution PERS rates by 5.43% and reduce employer contributions by between \$1.2 and \$1.8 billion per biennium beginning in 2021-23.
 - Passed; Governor will sign.

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