

December, 2015

Labor & Employment Compliance Bulletin

Oregon Sick Leave Law to Take Effect

On January 1, 2016, Oregon Senate Bill 454, which will require employers with 10 or more employees to allow those workers to accrue up to 40 hours of paid sick leave annually, will take effect. The law will require employers to provide written notice to all employees of their rights under the new sick leave law.

The Oregon Bureau of Labor and Industries published its final rules and model notice on December 9th. This notice must be provided to all current employees no later than the end of the employer's first pay period after January 1, 2016. For employees hired after January 1, 2016, this notice must be provided by the end of the new employee's first pay period.

The Commissioner of the Bureau of Labor and Industries may assess a civil penalty for any willful violations of the new law including failure to provide written notice of the sick time requirements to any employee. **The civil penalties for any one violation could be up to \$1,000 per violation.** The civil penalties set will be in addition to any other penalty assessed or imposed by law or rule.

Oregon is the fourth state to enact mandated sick leave in some form, joining [California](#), Connecticut and [Massachusetts](#). Employers should remain vigilant in their monitoring of state compliance requirements to ensure they are aware of and in compliance with all applicable state laws and regulations.

Bottom Line

Equifax Workforce Solutions can help simplify compliance with required state new hire notifications through the State Compliance Solution on Compliance Center, a streamlined, configurable technology portal that combines market-leading, innovative onboarding compliance solutions to help employers manage legislative mandates, increase efficiency and reduce risk.

Electronic distribution and acknowledgement of employee notifications is a best practice to provide a clear audit trail of compliance. Equifax Workforce Solutions works diligently to help support employers to manage compliance with new and existing state and federal new hire notification requirements including tracking of new and updated forms and legislation. Contact us to let us help you manage the new hire and employee notification for the new Oregon sick leave law as well as other required state new hire notifications.

To learn more about how Equifax Workforce Solutions can help you stay abreast and in compliance with state and federal notice requirements, please send an email to pete.krieshok@equifax.com, with the subject line of "Labor & Employment Compliance Bulletin."