

Tualatin Valley Water District



**BOARD OF COMMISSIONERS
1850 SW 170th AVENUE
BEAVERTON, OR 97003**

**TUESDAY
NOVEMBER 3, 2015
6:00 PM**

CALL TO ORDER – WORK SESSION

Marilyn McWilliams, President

- 1 Announcements
Mark Knudson, P.E., Chief Executive Officer (CEO)
- 2 2015 Legislative Update on TVWD Personnel Related Bills
Amy Heinlen, Human Resources Director

ADJOURNMENT

EXECUTIVE SESSION, IMMEDIATELY FOLLOWING CONCLUSION OF WORK SESSION

Listening devices are available upon request 48 hours prior to the day of the meeting (503-848-3000).



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**TUALATIN VALLEY WATER DISTRICT
WORK SESSION AGENDA ITEM**

MEETING DATE: NOVEMBER 3, 2015

TITLE: 2015 LEGISLATIVE UPDATE ON TVWD PERSONNEL RELATED BILLS

ITEM: The 2015 Legislative Session included several bills that may affect TVWD personnel and District personnel policies. Staff will provide a brief update on the House and Senate Bills that are relevant to TVWD HR-related matters.



In addition, certain provisions of the Patient Protection and Affordable Care Act (ACA) may have a direct effect on costs for TVWD health insurance coverage. These provisions and potential financial effects of the ACA on TVWD will be summarized and discussed with the Board.

BUDGET IMPACT: There is no budget impact at this time. Depending on final administrative actions and rulings related to the ACA, TVWD health care insurance costs may increase.

ADDITIONAL INFORMATION: Amy Heinlen, HR Director, 503-848-3015, amy.heinlen@tvwd.org.

ATTACHMENTS: Attached is brief summary of relevant TVWD HR-related bills.

APPROVING MANAGERS INITIAL:

CHIEF EXECUTIVE OFFICER		HUMAN RESOURCES	
FIELD OPERATIONS	<u>N/A</u>	WATER SUPPLY PROGRAM	<u>N/A</u>
FINANCIAL SERVICES	<u>N/A</u>	CUSTOMER SERVICES	<u>N/A</u>
ENGINEERING SERV.	<u>N/A</u>		



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2015 Legislative Session – TVWD HR Tracking List

HB 2005/SB 454 Paid Sick Leave

Effective January 1, 2016. Requires employers that employ ten or more (>6 in Portland) employees to implement paid sick time for employees. Specifies purposes for which sick time may be taken and rate at which sick time accrues. Requires advance notice of request to use sick time under certain circumstances. Prohibits discrimination against employee for inquiring about or using paid sick time.

HB 2007 Disclosure of Wage

Effective date January 1, 2016. Makes it an unlawful employment practice for an employer to impose disciplinary action against employee that inquires about or discloses wage information.

HB 2600 Continuation of Group Health Coverage

Effective date January 1, 2016. Requires continuation of group health insurance coverage for employee on family leave on same terms as when employee is not on leave.

HB 2763 Public Employers May Supplement Military Pay

Effective date April 22, 2015. Removes provision that public officer or employee who leaves position to perform military duty may not, while performing military duty, receive amount of pay entitled to before leave of absence. Permits state, county, municipality or political subdivision to establish program that allows public officer or employee to receive pay that supplements and exceeds compensation received for performing military duty, not to exceed base salary before leave of absence.

HB 3025 Criminal History

Effective date January 1, 2016. Establishes unlawful employment practice related to misuse of information about criminal charges and convictions of applicant for employment.

SB 185 Social Media

Effective date January 1, 2016. Adds additional protection - establishes unlawful employment practice of employer requiring employee or applicant for employment to establish and maintain personal social media account or to authorize employer to advertise on personal social media account of employee or applicant.

SB 492 Domestic Violence Leave

Effective date January 1, 2016. Requires employers to permit employees to use accrued sick leave or personal business leave to handle matter related to domestic violence, harassment, sexual assault or stalking.

Health Care Reform: Cadillac Tax Liability

Assuming a 10% increase to medical premiums for 2017 and 2018, TVWD could be faced with an annual tax of approximately \$655,000 effective January 1, 2018.