

2009 Regular Legislative Session
FISCAL ANALYSIS OF PROPOSED LEGISLATION
Prepared by the Oregon Legislative Fiscal Office

MEASURE NUMBER: HB 3256 **STATUS:** Original
SUBJECT: Establishes that it is an unlawful employment practice to discriminate against a person because of his or her service in one of the uniformed services.
GOVERNMENT UNIT AFFECTED: Bureau of Labor and Industries
PREPARED BY: Robin LaMonte
REVIEWED BY: Steve Bender
DATE: March 26, 2009

	<u>2009-2011</u>	<u>2011-2013</u>
EXPENDITURES: See Comments		

EFFECTIVE DATE: January 1, 2010

GOVERNOR'S BUDGET: This bill is not anticipated by the Governor's recommended budget.

LOCAL GOVERNMENT MANDATE: This bill does not affect local governments' service levels or shared revenues sufficient to trigger Section 15, Article XI of the Oregon Constitution.

COMMENTS: HB 3256 establishes an unlawful employment practice of discrimination against a person because of his or her service in one of the uniformed services, which includes the Army, Navy, Air Force, Marine Corps, Coast Guard, National Guard or military reserves, and creates a new protected class of persons under ORS chapter 659 A. The bill also establishes a list of prohibited acts. The provisions of this chapter are enforced by the Civil Rights Division of the Bureau of Labor and Industries (BOLI).

BOLI anticipates that creation of this unlawful employment practice will generate increases in telephone calls, complaints, investigations and conciliation services. BOLI is unable to quantify the workload impact but estimates that approximately 0.25 FTE might be required in the 2009-11 biennium, with additional resources being necessary in 2011-13 and beyond.