

FISCAL IMPACT OF PROPOSED LEGISLATION

Measure: HB 3025 A29

Seventy-Eighth Oregon Legislative Assembly – 2015 Regular Session
Legislative Fiscal Office

***Only Impacts on Original or Engrossed
Versions are Considered Official***

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Measure Description:

Establishes unlawful employment practice related to misuse of information about criminal charges and convictions of applicant for employment.

Government Unit(s) Affected:

Bureau of Labor and Industries (BOLI)

Summary of Expenditure Impact:

See Analysis.

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.

Analysis: This bill would make it an unlawful employment practice for an employer to use job application forms that inquire into the conviction history of an applicant for employment, or inquire into or consider the conviction history of an applicant for employment prior to conducting an interview with the applicant or, making a conditional offer of employment to the applicant if no interview is conducted.

It is reasonable to believe that the provisions of this bill will result in both enforcement actions and filing of civil suits to enforce the provisions of the bill. BOLI estimates \$270 - \$1,350 GF per investigation and a contested case hearing would cost an additional \$6,500 - \$8,000 GF. As there is no history on which to base reasonable predictions for the number and complexity of investigations and case hearings, the fiscal impact of this measure cannot be determined.