

**FISCAL IMPACT OF PROPOSED LEGISLATION**

**Measure: HB 3025 A**

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

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

---

Prepared by: Tim Walker  
Reviewed by: Michelle Deister  
Date: 04/22/2015

---

**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. At this time, the Legislative Fiscal Office (LFO) believes that the ramifications of this measure are not fully understood by the agency, and therefore the fiscal impact cannot be determined.