

House Bill 2007

Sponsored by Representative VEGA PEDERSON, Senator ROSENBAUM; Representative SMITH WARNER (at the request of Commissioner of the Bureau of Labor and Industries Brad Avakian) (Pre-session filed.)

SUMMARY

The following summary is not prepared by the sponsors of the measure and is not a part of the body thereof subject to consideration by the Legislative Assembly. It is an editor's brief statement of the essential features of the measure **as introduced**.

Makes imposition of disciplinary action against employee that inquires about or discloses wage information unlawful employment practice. Creates exception.

A BILL FOR AN ACT

1
2 Relating to disclosure of wage information; creating new provisions; and amending ORS 659A.885.

3 **Be It Enacted by the People of the State of Oregon:**

4 **SECTION 1. Section 2 of this 2015 Act is added to and made a part of ORS chapter 659A.**

5 **SECTION 2. (1) It is an unlawful employment practice for an employer to discharge, de-**
6 **moté or suspend, or to discriminate or retaliate against, an employee with regard to pro-**
7 **motion, compensation or other terms, conditions or privileges of employment because the**
8 **employee has:**

9 (a) **Inquired about, discussed or disclosed in any manner the wages of the employee or**
10 **of another employee; or**

11 (b) **Made a charge, filed a complaint or instituted, or caused to be instituted, an investi-**
12 **gation, proceeding, hearing or action based on the disclosure of wage information by the**
13 **employee.**

14 (2) **This section does not apply to an employee who has access to wage information of**
15 **employees as part of the essential job functions of the employee's position and discloses the**
16 **wages of those employees to individuals not authorized access to the information, unless the**
17 **disclosure is in response to a charge or complaint or is in furtherance of an investigation,**
18 **proceeding, hearing or action, including but not limited to an investigation conducted by the**
19 **employer.**

20 **SECTION 3. ORS 659A.885 is amended to read:**

21 659A.885. (1) Any person claiming to be aggrieved by an unlawful practice specified in sub-
22 section (2) of this section may file a civil action in circuit court. In any action under this subsection,
23 the court may order injunctive relief and any other equitable relief that may be appropriate, in-
24 cluding but not limited to reinstatement or the hiring of employees with or without back pay. A
25 court may order back pay in an action under this subsection only for the two-year period imme-
26 diately preceding the filing of a complaint under ORS 659A.820 with the Commissioner of the Bureau
27 of Labor and Industries, or if a complaint was not filed before the action was commenced, the two-
28 year period immediately preceding the filing of the action. In any action under this subsection, the
29 court may allow the prevailing party costs and reasonable attorney fees at trial and on appeal. Ex-
30 cept as provided in subsection (3) of this section:

31 (a) The judge shall determine the facts in an action under this subsection; and

NOTE: Matter in **boldfaced** type in an amended section is new; matter [*italic and bracketed*] is existing law to be omitted. New sections are in **boldfaced** type.

1 (b) Upon any appeal of a judgment in an action under this subsection, the appellate court shall
2 review the judgment pursuant to the standard established by ORS 19.415 (3).

3 (2) An action may be brought under subsection (1) of this section alleging a violation of ORS
4 10.090, 10.092, 25.337, 25.424, 171.120, 408.230, 408.237 (2), 476.574, 652.355, 653.060, 659A.030,
5 659A.040, 659A.043, 659A.046, 659A.063, 659A.069, 659A.082, 659A.088, 659A.103 to 659A.145,
6 659A.150 to 659A.186, 659A.194, 659A.199, 659A.203, 659A.218, 659A.228, 659A.230, 659A.233,
7 659A.236, 659A.250 to 659A.262, 659A.277, 659A.290, 659A.300, 659A.306, 659A.309, 659A.315,
8 659A.318, 659A.320 or 659A.421 **or section 2 of this 2015 Act.**

9 (3) In any action under subsection (1) of this section alleging a violation of ORS 25.337, 25.424,
10 659A.030, 659A.040, 659A.043, 659A.046, 659A.069, 659A.082, 659A.103 to 659A.145, 659A.199,
11 659A.228, 659A.230, 659A.250 to 659A.262, 659A.290, 659A.318 or 659A.421:

12 (a) The court may award, in addition to the relief authorized under subsection (1) of this section,
13 compensatory damages or \$200, whichever is greater, and punitive damages;

14 (b) At the request of any party, the action shall be tried to a jury;

15 (c) Upon appeal of any judgment finding a violation, the appellate court shall review the judg-
16 ment pursuant to the standard established by ORS 19.415 (1); and

17 (d) Any attorney fee agreement shall be subject to approval by the court.

18 (4) In any action under subsection (1) of this section alleging a violation of ORS 652.355 or
19 653.060, the court may award, in addition to the relief authorized under subsection (1) of this section,
20 compensatory damages or \$200, whichever is greater.

21 (5) In any action under subsection (1) of this section alleging a violation of ORS 171.120, 476.574,
22 659A.203 or 659A.218, the court may award, in addition to the relief authorized under subsection (1)
23 of this section, compensatory damages or \$250, whichever is greater.

24 (6) In any action under subsection (1) of this section alleging a violation of ORS 10.090 or 10.092,
25 the court may award, in addition to the relief authorized under subsection (1) of this section, a civil
26 penalty in the amount of \$720.

27 (7) Any individual against whom any distinction, discrimination or restriction on account of
28 race, color, religion, sex, sexual orientation, national origin, marital status or age, if the individual
29 is 18 years of age or older, has been made by any place of public accommodation, as defined in ORS
30 659A.400, by any employee or person acting on behalf of the place or by any person aiding or
31 abetting the place or person in violation of ORS 659A.406 may bring an action against the operator
32 or manager of the place, the employee or person acting on behalf of the place or the aider or abettor
33 of the place or person. Notwithstanding subsection (1) of this section, in an action under this sub-
34 section:

35 (a) The court may award, in addition to the relief authorized under subsection (1) of this section,
36 compensatory and punitive damages;

37 (b) The operator or manager of the place of public accommodation, the employee or person
38 acting on behalf of the place, and any aider or abettor shall be jointly and severally liable for all
39 damages awarded in the action;

40 (c) At the request of any party, the action shall be tried to a jury;

41 (d) The court shall award reasonable attorney fees to a prevailing plaintiff;

42 (e) The court may award reasonable attorney fees and expert witness fees incurred by a de-
43 fendant who prevails only if the court determines that the plaintiff had no objectively reasonable
44 basis for asserting a claim or no reasonable basis for appealing an adverse decision of a trial court;
45 and

1 (f) Upon any appeal of a judgment under this subsection, the appellate court shall review the
2 judgment pursuant to the standard established by ORS 19.415 (1).

3 (8) When the commissioner or the Attorney General has reasonable cause to believe that a
4 person or group of persons is engaged in a pattern or practice of resistance to the rights protected
5 by ORS 659A.145 or 659A.421 or federal housing law, or that a group of persons has been denied
6 any of the rights protected by ORS 659A.145 or 659A.421 or federal housing law, the commissioner
7 or the Attorney General may file a civil action on behalf of the aggrieved persons in the same
8 manner as a person or group of persons may file a civil action under this section. In a civil action
9 filed under this subsection, the court may assess against the respondent, in addition to the relief
10 authorized under subsections (1) and (3) of this section, a civil penalty:

11 (a) In an amount not exceeding \$50,000 for a first violation; and

12 (b) In an amount not exceeding \$100,000 for any subsequent violation.

13 (9) In any action under subsection (1) of this section alleging a violation of ORS 659A.145 or
14 659A.421 or alleging discrimination under federal housing law, when the commissioner is pursuing
15 the action on behalf of an aggrieved complainant, the court shall award reasonable attorney fees to
16 the commissioner if the commissioner prevails in the action. The court may award reasonable at-
17 torney fees and expert witness fees incurred by a defendant that prevails in the action if the court
18 determines that the commissioner had no objectively reasonable basis for asserting the claim or for
19 appealing an adverse decision of the trial court.

20 (10) In an action under subsection (1) or (8) of this section alleging a violation of ORS 659A.145
21 or 659A.421 or discrimination under federal housing law:

22 (a) "Aggrieved person" includes a person who believes that the person:

23 (A) Has been injured by an unlawful practice or discriminatory housing practice; or

24 (B) Will be injured by an unlawful practice or discriminatory housing practice that is about to
25 occur.

26 (b) An aggrieved person in regard to issues to be determined in an action may intervene as of
27 right in the action. The Attorney General may intervene in the action if the Attorney General cer-
28 tifies that the case is of general public importance. The court may allow an intervenor prevailing
29 party costs and reasonable attorney fees at trial and on appeal.

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