

**B-Engrossed**  
**House Bill 3025**

Ordered by the Senate June 9  
Including House Amendments dated April 24 and Senate Amendments  
dated June 9

Sponsored by COMMITTEE ON BUSINESS AND LABOR (at the request of Oregon AFL-CIO and the Urban League of Portland)

**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.

Establishes unlawful [*employment*] practice of inquiring into or considering applicant's conviction history on application form or prior to interview or, if no interview is conducted, prior to conditional offer of employment. **Creates exceptions.** [*Creates right of civil action for violation.*]  
**Authorizes Commissioner of Bureau of Labor and Industries to enforce Act.**

**A BILL FOR AN ACT**

1  
2 Relating to use of information related to certain criminal matters.

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

4 **SECTION 1. (1) It is an unlawful practice for an employer to exclude an applicant from**  
5 **an initial interview solely because of a past criminal conviction.**

6 **(2) An employer excludes an applicant from an initial interview if the employer:**

7 **(a) Requires an applicant to disclose on an employment application a criminal conviction;**

8 **(b) Requires an applicant to disclose, prior to an initial interview, a criminal conviction;**

9 **or**

10 **(c) If no interview is conducted, requires an applicant to disclose, prior to making a**  
11 **conditional offer of employment, a criminal conviction.**

12 **(3) Subject to subsections (1) and (2) of this section, nothing in this section prevents an**  
13 **employer from considering an applicant's conviction history when making a hiring decision.**

14 **(4) Subsections (1) and (2) of this section do not apply:**

15 **(a) If federal, state or local law, including corresponding rules and regulations, requires**  
16 **the consideration of an applicant's criminal history;**

17 **(b) To an employer that is a law enforcement agency;**

18 **(c) To an employer in the criminal justice system; or**

19 **(d) To an employer seeking a nonemployee volunteer.**

20 **SECTION 2. Section 1 of this 2015 Act is subject to enforcement by the Commissioner**  
21 **of the Bureau of Labor and Industries as provided in ORS 659A.820 to 659A.865.**

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**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.