

## SENATE AMENDMENTS TO A-ENGROSSED HOUSE BILL 3025

By COMMITTEE ON WORKFORCE

June 9

1 On page 1 of the printed A-engrossed bill, line 2, after “matters” insert a period and delete the  
2 rest of the line and delete line 3.

3 Delete lines 5 through 25 and delete pages 2 and 3 and insert:

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 con-  
8 viction;**

9 **“(b) Requires an applicant to disclose, prior to an initial interview, a criminal conviction;  
10 or**

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

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

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

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

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

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

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

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

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