

**PROPOSED AMENDMENTS TO
A-ENGROSSED HOUSE BILL 3025**

1 On page 1 of the printed A-engrossed bill, delete lines 5 through 11 and
2 insert:

3 **“SECTION 1. (1) It is an unlawful employment practice for an em-**
4 **ployer to:**

5 **“(a) Use job application forms that inquire into the conviction his-**
6 **tory of an applicant for employment;**

7 **“(b) Inquire into or consider the conviction history of an applicant**
8 **for employment prior to conducting an interview with the applicant;**
9 **or**

10 **“(c) Inquire into or consider the conviction history of an applicant**
11 **for employment prior to making a conditional offer of employment to**
12 **the applicant when no interview is conducted.**

13 **“(2) Subsection (1) of this section does not apply:**

14 **“(a) If federal, state or local law requires the consideration of an**
15 **applicant’s criminal history;**

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

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

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

19 **“SECTION 2. The State of Oregon preempts all charter and statu-**
20 **tory authority of local governments as defined in ORS 174.116 from**
21 **establishing requirements for employers related to criminal back-**
22 **ground checks.”.**

1 In line 12, delete "2" and insert "3".

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