

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

1 On page 1 of the printed A-engrossed bill, line 2, after “matters” insert  
2 a period and delete the 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 employment practice for an em-**  
5 **ployer to exclude an applicant from an initial interview solely because**  
6 **of a past criminal conviction.**

7 **“(2) An employer excludes an applicant from an initial interview if**  
8 **the employer:**

9 **“(a) Requires an applicant to disclose on an employment application**  
10 **a criminal conviction;**

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

13 **“(c) If no interview is conducted, requires an applicant to disclose,**  
14 **prior to making a conditional offer of employment, a criminal con-**  
15 **viction.**

16 **“(3) Subject to subsections (1) and (2) of this section, nothing in this**  
17 **section prevents an employer from considering an applicant’s con-**  
18 **viction history when making a hiring decision.**

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

20 **“(a) If federal, state or local law, including corresponding rules and**  
21 **regulations, requires the consideration of an applicant’s criminal his-**  
22 **tory;**

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

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

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

4       **“SECTION 2. Section 1 of this 2015 Act is subject to enforcement**  
5 **by the Commissioner of the Bureau of Labor and Industries as pro-**  
6 **vided in ORS 651.050 (1).”.**

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