

**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 practice for an employer to ex-**
5 **clude an applicant from an initial interview solely because of a past**
6 **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 659A.820 to 659A.865.”.**

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