

REVENUE:
FISCAL:
SUBSEQUENT REFERRAL TO:

Action:

Vote:

Yeas:

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Exc.:

Prepared By: Jan Nordlund, Administrator

Meeting Dates: 2/5

WHAT THE MEASURE DOES: Prohibits discrimination in employment on basis of familial status of employee.

ISSUES DISCUSSED:

EFFECT OF COMMITTEE AMENDMENT: No amendment.

BACKGROUND: Under current statutes, it is an unlawful employment practice for an employer to refuse to hire or to discriminate against an employee in compensation or in terms, conditions or privileges of employment because of the individual's, or the individual's associate's, race, color, religion, sex, sexual orientation, national origin, marital status, or age. There are also protections related to labor organization membership, employment screening, and employment agency referrals.

House Bill 4088 establishes "familial status" as a protected class. The term is defined as the state of being, or having the potential to become, a provider of care or support to a family member. The definition of "family member" is the same definition used in the Oregon Family Leave Act but also includes any individual who is dependent on an employee for their support and care.