

HB 4076 STAFF MEASURE SUMMARY

House Committee On Business and Labor

Action Date: 02/05/20

Action: Do pass and be referred to Ways and Means by prior reference

Vote: 11-0-0-0

Yeas: 11 - Barker, Barreto, Bonham, Boshart Davis, Breese-Iverson, Bynum, Clem, Doherty, Evans, Fahey, Holvey

Fiscal: Fiscal impact issued

Revenue: No revenue impact

Prepared By: Jan Nordlund, LPRO Analyst

Meeting Dates: 2/3, 2/5

WHAT THE MEASURE DOES:

Establishes 11-member Task Force on Age Discrimination to identify and evaluate impacts of age discrimination in the workplace and establish policy recommendations to deter such discrimination. Directs Task Force to submit report containing its findings and recommendations to interim legislative committees related to business and labor by September 15, 2020. Declares emergency, effective on passage.

ISSUES DISCUSSED:

- Impact of age discrimination on individuals and society
- Enforcement of existing laws prohibiting age discrimination
- Membership of the Task Force
- Questions raised by House Bill 2818 (2019)

EFFECT OF AMENDMENT:

No amendment.

BACKGROUND:

Oregon Revised Statute 659A.009 declares that it is the public policy of Oregon to utilize the available workforce to the fullest extent possible, and that the abilities of individuals should be the measure of their fitness and qualification for employment, not any arbitrary standards that discriminate against an individual solely because of age.

ORS 659A.030 establishes that it is an unlawful employment practice for any Oregon employer, regardless of size:

- To refuse to employ or to discharge an individual because of age if the individual is at least 18 years old;
- To discriminate in compensation or privileges of employment because of age if the individual is at least 18 years old;
- For labor organizations, to exclude or expel from membership any individual because of age if the individual is at least 18 years old;
- To recruit employees in any way that expresses discrimination as to an individual's age if the individual is at least 18 years old; or
- For employment agencies, to fail or refuse to refer an individual for employment because of age if the individual is at least 18 years old.

House Bill 4076 establishes the Task Force on Age Discrimination to conduct a review and report its findings and recommendations to the Legislative Assembly. The Task Force is comprised of two Senators and two Representatives who serve as nonvoting members, as well as seven members appointed by the Governor who represent specified entities or interests. The Legislative Policy and Research Office shall provide staff support to the Task Force. The Task Force is repealed on December 31, 2021.