

House Bill 4076

Sponsored by Representatives PILUSO, BYNUM, SOLLMAN, BARKER, GOMBERG; Representatives ALONSO LEON, BONHAM, DOHERTY, EVANS, GORSEK, GREENLICK, HELM, HELT, HERNANDEZ, HOLVEY, KENY-GUYER, LEIF, LIVELY, MARSH, MEEK, MITCHELL, NERON, NOSSE, POST, POWER, PRUSAK, REARDON, SALINAS, SANCHEZ, SCHOUTEN, SMITH WARNER, WILDE, WILLIAMS, WILSON, WITT, ZIKA, Senators BEYER, BOLES, DEMBROW, FREDERICK, GELSER, GOLDEN, HANSELL, HASS, KNOPP, MANNING JR, MONNES ANDERSON, TAYLOR, THATCHER, WAGNER (Pre-session filed.)

SUMMARY

The following summary is not prepared by the sponsors of the measure and is not a part of the body thereof subject to consideration by the Legislative Assembly. It is an editor's brief statement of the essential features of the measure **as introduced**.

Establishes Task Force on Age Discrimination.

Directs task force to identify and evaluate impacts of age discrimination in workplace and report to interim committees relating to business and labor.

Sunset December 31, 2021.

Declares emergency, effective on passage.

A BILL FOR AN ACT

1 Relating to a task force on age discrimination; and declaring an emergency.

2 Whereas ageism and age discrimination are significant issues in our country; and

3 Whereas the results of a 2018 Oregon survey, conducted by AARP, revealed that more than
4 three in five Oregon residents, 40 years of age or older, have witnessed or experienced age dis-
5 crimination in the workplace; and

6 Whereas there is inconsistency between federal and state law regarding age-based discrimi-
7 nation; and

8 Whereas there is a need to evaluate methods to address age discrimination in the workplace and
9 eliminate barriers to accessing employment opportunities; and

10 Whereas discussions about how to address age discrimination are ongoing and would advance
11 through the establishment of a formal process; now, therefore,

12 **Be It Enacted by the People of the State of Oregon:**

13 **SECTION 1. (1) The Task Force on Age Discrimination is established.**

14 **(2) The task force consists of 11 members appointed as follows:**

15 **(a) The President of the Senate shall appoint two members from among members of the**
16 **Senate who are not members of the same political party.**

17 **(b) The Speaker of the House of Representatives shall appoint two members from among**
18 **members of the House of Representatives who are not members of the same political party.**

19 **(c) The remaining members shall be appointed by the Governor as follows:**

20 **(A) One member who represents a statewide nonprofit organization that advocates on**
21 **behalf of working or retired seniors.**

22 **(B) One member who represents a labor organization.**

23 **(C) One member who represents petitioners of age discrimination claims.**

24 **(D) Three members who represent the interests of employers or the business community.**

25 **(E) One member who represents the Civil Rights Division of the Bureau of Labor and**
26 **Industries.**

27 **NOTE:** Matter in **boldfaced** type in an amended section is new; matter [*italic and bracketed*] is existing law to be omitted. New sections are in **boldfaced** type.

1 (3) The task force shall:

2 (a) Identify and evaluate the impacts of age discrimination in the workplace; and

3 (b) Establish policy recommendations, including recommendations for legislation, to deter
4 age discrimination and ensure that employees of all ages have full and equal access to op-
5 portunities in the workplace.

6 (4) A majority of the voting members of the task force constitutes a quorum for the
7 transaction of business.

8 (5) Official action by the task force requires the approval of a majority of the voting
9 members of the task force.

10 (6) The task force shall elect one of its members to serve as chairperson.

11 (7) If there is a vacancy for any cause, the appointing authority shall make an appoint-
12 ment to become immediately effective.

13 (8) The task force shall meet at times and places specified by the call of the chairperson
14 or of a majority of the voting members of the task force.

15 (9) The task force may adopt rules necessary for the operation of the task force.

16 (10) The task force shall submit a report on its findings and recommendations, including
17 recommendations for legislation, in the manner provided by ORS 192.245 to the interim
18 committees of the Legislative Assembly related to business and labor no later than Septem-
19 ber 15, 2020.

20 (11) The Legislative Policy and Research Director shall provide staff support to the task
21 force.

22 (12) Members of the Legislative Assembly appointed to the task force are nonvoting
23 members of the task force and may act in an advisory capacity only.

24 (13) Members of the task force who are not members of the Legislative Assembly are not
25 entitled to compensation or reimbursement for expenses and serve as volunteers on the task
26 force.

27 (14) All agencies of state government, as defined in ORS 174.111, are directed to assist
28 the task force in the performance of the duties of the task force and, to the extent permitted
29 by laws relating to confidentiality, to furnish information and advice the members of the task
30 force consider necessary to perform their duties.

31 SECTION 2. Section 1 of this 2020 Act is repealed on December 31, 2021.

32 SECTION 3. This 2020 Act being necessary for the immediate preservation of the public
33 peace, health and safety, an emergency is declared to exist, and this 2020 Act takes effect
34 on its passage.