

Enrolled
Senate Bill 569

Sponsored by Senators GELSER, PATTERSON; Representatives ALONSO LEON, BYNUM, CAMPOS, DEXTER, FAHEY, GRAYBER, HOLVEY, HUDSON, PHAM, REARDON (Presession filed.)

CHAPTER

AN ACT

Relating to proof of driver’s license for employment purposes.

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

SECTION 1. Section 2 of this 2021 Act is added to and made a part of ORS chapter 659A.

SECTION 2. (1) It is an unlawful employment practice for an employer to:

(a) Require, as a condition for employment or continuation of employment, an employee or prospective employee to possess or present a valid driver license unless the ability to legally drive is an essential function of the job or is related to a legitimate business purpose.

(b) Refuse to accept from an employee or prospective employee, as an alternative to a driver license, any other identification documents that are deemed acceptable for the purpose of forms prescribed by the United States Citizenship and Immigration Services that are used for verifying the identity and employment authorization of individuals hired for employment in the United States.

(2)(a) Nothing in subsection (1) of this section shall be construed to prohibit an employer from accepting a driver license as identification if voluntarily offered by an employee or prospective employee.

(b) An employer’s acceptance of a driver license if voluntarily offered by an employee or prospective employee may not be used as evidence of a violation of subsection (1) of this section.

Passed by Senate April 7, 2021

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Lori L. Brocker, Secretary of Senate

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Peter Courtney, President of Senate

Passed by House June 1, 2021

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Tina Kotek, Speaker of House

Received by Governor:

.....M.,....., 2021

Approved:

.....M.,....., 2021

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Kate Brown, Governor

Filed in Office of Secretary of State:

.....M.,....., 2021

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Shemia Fagan, Secretary of State