

Minority Report
A-Engrossed
House Bill 3471

Ordered by the House April 7
Including House Minority Report Amendments dated April 7

Sponsored by nonconcurring members of the House Committee on Business and Labor: Representatives BOSHART
DAVIS, ELMER

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.

Prohibits employer from entering into settlement or agreement disposing of workers' compensation claim that bars worker from seeking further employment with employer unless such provision is first requested by worker **or worker is represented by attorney.**

Declares emergency, effective on passage.

A BILL FOR AN ACT

Relating to employment provisions in agreements disposing of workers' compensation claims; and declaring an emergency.

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

SECTION 1. Section 2 of this 2023 Act is added to and made a part of ORS chapter 656.

SECTION 2. An employer may not enter into a settlement agreement, disputed claim settlement, claim disposition agreement or any other settlement or agreement disposing of all or part of a worker's claim, that contains a provision barring the worker from seeking further employment, reemployment or reinstatement, with the employer, unless:

(1) Such provision is first requested by the worker; or

(2) The worker is represented by an attorney.

SECTION 3. Section 2 of this 2023 Act applies to a settlement agreement, disputed claim settlement, claim disposition agreement or any other settlement or agreement disposing of all or part of a worker's claim entered into on or after the effective date of this 2023 Act.

SECTION 4. This 2023 Act being necessary for the immediate preservation of the public peace, health and safety, an emergency is declared to exist, and this 2023 Act takes effect on its passage.

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.