



Legislative Fiscal Office
83rd Oregon Legislative Assembly
2025 Regular Session

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Bill Title: Relating to immigration-related employment activities.

Government Unit(s) Affected: Bureau of Labor and Industries, Department of Justice, Judicial Department

Summary of Fiscal Impact

2025-27 Biennium	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds	Positions	FTE
Bureau of Labor and Industries	\$ 338,684	\$ -	\$ -	\$ -	\$ 338,684	3	1.38
Total Fiscal Impact	\$ 338,684	\$ -	\$ -	\$ -	\$ 338,684	3	1.38
2027-29 Biennium	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds	Positions	FTE
Bureau of Labor and Industries	\$ 395,732	\$ -	\$ -	\$ -	\$ 395,732	3	1.63
Total Fiscal Impact	\$ 395,732	\$ -	\$ -	\$ -	\$ 395,732	3	1.63

Measure Description

The measure makes it an unlawful practice for an employer to engage in unfair immigration-related practices, which includes threatening to contact a federal immigration agency in retaliation for the employee exercising a protected right. The Bureau of Labor and Industries (BOLI) will impose a civil penalty of up to \$1,000 per violation.

Fiscal Analysis

BOLI currently investigates allegations of unlawful employment practices related to national origin, however, the measure's explicit prohibition of the practices without defining a protected class is anticipated to increase the number of complaints BOLI receives. In 2021-23, BOLI received 333 complaints alleging unlawful employment practices related to national origin, of which, 30% involved allegations of retaliation. BOLI anticipates the measure will lead to a 30% increase in immigration-related allegations. This equates to an estimated 100 additional civil rights allegation questionnaires and 50 investigations. In addition, BOLI anticipates that 50% of the questionnaires received under this measure will require translation services.

The measure also requires BOLI to impose civil penalties on employers for violations of ORS 652.752 which requires employers to notify employees within three business days of receiving notice of an inspection from a federal agency. Since the agency previously lacked enforcement authority over this statute, a high volume of non-compliance is anticipated. Based on federal agencies' annual identity and employment eligibility inspection rates of 180 notices, BOLI anticipates 90 additional complaints per year. Due to the civil penalty requirement, each complaint will require investigation to determine employer compliance.

FISCAL IMPACT OF PROPOSED LEGISLATION

Measure: SB 1119 - 4

The fiscal impact of the measure is \$338,684 General Fund for three permanent positions (1.38 FTE) in 2025-27. New positions include one part-time civil rights investigator 1 position to process the increase in questionnaires, one part-time civil rights investigator 2 position to process the increase in investigations resulting from questionnaires and one full-time Compliance Specialist 2 position to investigate and assess civil penalties. These positions will require a bilingual differential which is included in the costs above.

Other Entities

The measure has a minimal fiscal impact on the Oregon Judicial Department and the Department of Justice.

Relevant Dates

The measure takes effect on January 1, 2026.