



Open Government Impact Statement

80th Oregon Legislative Assembly
2019 Regular Session

Measure: HB 2818

Only impacts on Original or Engrossed
Versions are Considered Official

Prepared by: Cameron D. Miles
Date: 1/29/2019

SUMMARY

Clarifies meaning of "because of age" in employment discrimination law.

Designates as unlawful employment practice for employer to seek age of applicant prior to making conditional offer of employment and to include certain words or phrases in job application that suggest or imply age preferences.

Permits employer to observe terms of bona fide seniority system that does not require employee to retire at certain age.

Allows person to bring civil action alleging certain types of employment discrimination under disparate impact or disparate treatment theory of proof.

Requires additional award of liquidated damages to prevailing plaintiff in civil action alleging age discrimination.

NOTICE OF NO OPEN GOVERNMENT IMPACT