

## HB 4076 STAFF MEASURE SUMMARY

### House Committee On Business and Labor

---

**Prepared By:** Jan Nordlund, LPRO Analyst

**Sub-Referral To:** Joint Committee On Ways and Means

**Meeting Dates:** 2/3, 2/5

---

#### WHAT THE MEASURE DOES:

Establishes 11-member Task Force on Age Discrimination to identify and evaluate impacts of age discrimination in the workplace and establish policy recommendations to deter such discrimination. Requires Task Force to submit report containing its findings and recommendations to interim legislative committees related to business and labor by September 15, 2020. Declares emergency, effective on passage.

REVENUE: No revenue impact.

FISCAL: Fiscal impact issued.

#### ISSUES DISCUSSED:

- Impact of age discrimination on individual and society
- Enforcement of existing laws prohibiting age discrimination
- Membership of the Task Force
- Questions raised by House Bill 2818 (2019)

#### EFFECT OF AMENDMENT:

No amendment.

#### BACKGROUND:

Oregon Revised Statute 659A.009 declares that it is the public policy of Oregon to utilize the available workforce to the fullest extent possible, and the abilities of individuals should be the measure of the individual's fitness and qualification for employment, not any arbitrary standards that discriminate against an individual solely because of age.

Oregon Revised Statute 659A.030 establishes that it is an unlawful employment practice for any Oregon employer, regardless of size:

- To refuse to employ or to discharge an individual because of age if the individual is at least 18 years old.
- To discriminate in compensation or privileges of employment because of age if the individual is at least 18 years old.
- For labor organizations, to exclude or expel from membership any individual because of age if the individual is at least 18 years old.
- To recruit employees in any way that expresses discrimination as to an individual's age if the individual is at least 18 years old.
- For employment agencies, to fail or refuse to refer an individual for employment because of age if the individual is at least 18 years old.

All employers in Oregon, regardless of size, are subject to these age discrimination laws.

House Bill 4076 establishes the Task Force on Age Discrimination to report its findings and recommendations to the Legislative Assembly. The Task Force is comprised of two Senators and two Representatives who serve as nonvoting members as well as nine members appointed by the Governor who represent specified entities or interests. The Legislative Policy and Research Office shall provide staff support to the task force. The task force is repealed on December 31, 2021.