

HB 4076 STAFF MEASURE SUMMARY

Joint Committee On Ways and Means

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Meeting Dates: 2/26, 2/27

WHAT THE MEASURE DOES:

Establishes the 11-member Task Force on Age Discrimination charged with identifying and evaluating the impact of age discrimination in the work place and making policy recommendations to deter age discrimination. The Task Force must submit a report of its findings and recommendations to the Legislature by September 15, 2020. The Task Force sunsets on December 31, 2021. The bill requires LPRO to provide staff support to the Task Force. The bill specifies that non-legislative members of the Task Force serve as volunteers and are not entitled to compensation and reimbursement. However, four members of the Task Force will be legislative members who are entitled to per diem and travel reimbursement. The bill requires a representative of the Civil Rights Division of BOLI to serve on the Task Force.

ISSUES DISCUSSED:

- Fiscal Impact

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 that the abilities of individuals should be the measure of their fitness and qualification for employment, not any arbitrary standards that discriminate against an individual solely because of age. ORS 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; or 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.

House Bill 4076 establishes the Task Force on Age Discrimination to conduct a review and 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 seven 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.