

FISCAL IMPACT OF PROPOSED LEGISLATION

80th Oregon Legislative Assembly – 2020 Regular Session
Legislative Fiscal Office

Measure: HB 4113

*Only Impacts on Original or Engrossed
Versions are Considered Official*

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Measure Description:

Authorizes Bureau of Labor and Industries to conduct inquiries and investigations, including criminal records checks, to determine whether employer and any employees of employer have adequate character and fitness to employ minors in compliance with provisions relating to employment of minors.

Government Unit(s) Affected:

Bureau of Labor and Industries (BOLI), Department of Justice (DOJ), Oregon Judicial Department (OJD)

Analysis:

This fiscal impact statement is for the purpose of transmitting the measure from the House Committee on Business and Labor to the House Committee on Rules.

The measure authorizes the Bureau of Labor and Industries (BOLI) to conduct inquiries and investigations to determine whether an employer and any employees of an employer have adequate character and fitness to employ minors in compliance with provisions relating to employment of minors. An employer who employs minors shall apply for an annual employment certification accompanied by an attestation form. The BOLI Commissioner may deny, revoke, or refuse to issue an employment certification and impose a civil penalty if the employer falsifies or misrepresents information in the attestation form or permits an employee who is required to report as a sex offender to have direct contact with a minor who is employed by the employer. Any minor employed by such an employer who claims to be aggrieved by the employer’s failure to comply with these requirements may bring a civil action against the employer. The measure is effective on passage.

The measure is anticipated to have an impact on the Bureau of Labor and Industries, the Department of Justice, and the Oregon Judicial Department.

A more complete fiscal analysis on the measure will be prepared as the measure is considered in the House Committee on Rules.

Further Analysis Required