

**A-Engrossed**  
**Senate Bill 569**

Ordered by the Senate April 1  
Including Senate Amendments dated April 1

Sponsored by Senators GELSER, PATTERSON; Representative REARDON (Pre-session filed.)

**SUMMARY**

The following summary is not prepared by the sponsors of the measure and is not a part of the body thereof subject to consideration by the Legislative Assembly. It is an editor's brief statement of the essential features of the measure.

Makes unlawful employment practice for employer to require employee or prospective employee to possess or present valid driver license as condition of employment or continuation of employment. Requires employer to accept other forms of identification that are deemed acceptable for purposes of federal forms used to verify identification or employment authorization.

**Permits employer to accept driver license as identification if voluntarily offered by employee or prospective employee.**

**A BILL FOR AN ACT**

1  
2 Relating to proof of driver's license for employment purposes.

3 **Be It Enacted by the People of the State of Oregon:**

4 **SECTION 1. Section 2 of this 2021 Act is added to and made a part of ORS chapter 659A.**

5 **SECTION 2. (1) It is an unlawful employment practice for an employer to:**

6 (a) **Require, as a condition for employment or continuation of employment, an employee**  
7 **or prospective employee to possess or present a valid driver license unless the ability to le-**  
8 **gally drive is an essential function of the job or is related to a legitimate business purpose.**

9 (b) **Refuse to accept from an employee or prospective employee, as an alternative to a**  
10 **driver license, any other identification documents that are deemed acceptable for the pur-**  
11 **pose of forms prescribed by the United States Citizenship and Immigration Services that are**  
12 **used for verifying the identity and employment authorization of individuals hired for em-**  
13 **ployment in the United States.**

14 (2)(a) **Nothing in subsection (1) of this section shall be construed to prohibit an employer**  
15 **from accepting a driver license as identification if voluntarily offered by an employee or**  
16 **prospective employee.**

17 (b) **An employer's acceptance of a driver license if voluntarily offered by an employee or**  
18 **prospective employee may not be used as evidence of a violation of subsection (1) of this**  
19 **section.**

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**NOTE:** Matter in **boldfaced** type in an amended section is new; matter [*italic and bracketed*] is existing law to be omitted. New sections are in **boldfaced** type.