

HB 2935-1  
(LC 877)  
3/3/21 (JAS/cpa/ps)

Requested by HOUSE COMMITTEE ON JUDICIARY (at the request of Representative Janelle Bynum)

**PROPOSED AMENDMENTS TO  
HOUSE BILL 2935**

1 On page 1 of the printed bill, after line 3 insert:

2 **“SECTION 1.** ORS 659A.001 is amended to read:

3 “659A.001. As used in this chapter:

4 “(1) ‘Bureau’ means the Bureau of Labor and Industries.

5 “(2) ‘Commissioner’ means the Commissioner of the Bureau of Labor and  
6 Industries.

7 “(3) ‘Employee’ does not include any individual employed by the  
8 individual’s parents, spouse or child or in the domestic service of any person.

9 “(4)(a) ‘Employer’ means any person who in this state, directly or through  
10 an agent, engages or uses the personal service of one or more employees,  
11 reserving the right to control the means by which such service is or will be  
12 performed.

13 “(b) For the purposes of employee protections described in ORS 659A.350,  
14 ‘employer’ means any person who, in this state, is in an employment re-  
15 lationship with an intern as described in ORS 659A.350.

16 “(5) ‘Employment agency’ includes any person undertaking to procure  
17 employees or opportunities to work.

18 “(6)(a) ‘Familial status’ means the relationship between one or more in-  
19 dividuals who have not attained 18 years of age and who are domiciled with:

20 “(A) A parent or another person having legal custody of the individual;  
21 or

1       “(B) The designee of the parent or other person having such custody, with  
2 the written permission of the parent or other person.

3       “(b) ‘Familial status’ includes any individual, regardless of age or  
4 domicile, who is pregnant or is in the process of securing legal custody of  
5 an individual who has not attained 18 years of age.

6       “(7) ‘Labor organization’ includes any organization which is constituted  
7 for the purpose, in whole or in part, of collective bargaining or in dealing  
8 with employers concerning grievances, terms or conditions of employment  
9 or of other mutual aid or protection in connection with employees.

10       “(8) ‘National origin’ includes ancestry.

11       “(9) ‘Person’ includes:

12       “(a) One or more individuals, partnerships, associations, labor organiza-  
13 tions, limited liability companies, joint stock companies, corporations, legal  
14 representatives, trustees, trustees in bankruptcy or receivers.

15       “(b) A public body as defined in ORS 30.260.

16       “(c) For purposes of ORS 659A.145 and 659A.421 and the application of  
17 any federal housing law, a fiduciary, mutual company, trust or unincor-  
18 porated organization.

19       **“(10) ‘Protective hairstyle’ means a hairstyle, hair color or manner  
20 of wearing hair that includes, but is not limited to, braids, regardless  
21 of whether the braids are created with extensions or styled with  
22 adornments, locs and twists.**

23       **“(11) ‘Race’ includes physical characteristics that are historically  
24 associated with race, including but not limited to natural hair, hair  
25 texture, hair type and protective hairstyles.**

26       “[(10)] **(12) ‘Respondent’** means any person against whom a complaint or  
27 charge of an unlawful practice is filed with the commissioner or whose name  
28 has been added to such complaint or charge pursuant to ORS 659A.835.

29       “[(11)] **(13) ‘Unlawful employment practice’** means a practice specifically  
30 denominated as an unlawful employment practice in this chapter. ‘Unlawful

1 employment practice' includes a practice that is specifically denominated in  
2 another statute of this state as an unlawful employment practice and that  
3 is specifically made subject to enforcement under this chapter.

4 “[(12)] (14) ‘Unlawful practice’ means any unlawful employment practice  
5 or any other practice specifically denominated as an unlawful practice in  
6 this chapter. ‘Unlawful practice’ includes a practice that is specifically de-  
7 nominated in another statute of this state as an unlawful practice and that  
8 is specifically made subject to enforcement under this chapter, or a practice  
9 that violates a rule adopted by the commissioner for the enforcement of the  
10 provisions of this chapter.”.

11 In line 4, delete “1” and insert “2”.

12 On page 2, line 36, delete “2” and insert “3”.

13 On page 3, delete lines 12 through 45 and on page 4, delete lines 1 through  
14 15.

15

---