



Open Government Impact Statement

83rd Oregon Legislative Assembly
2025 Regular Session

Measure: HB 3187

Only impacts on Original or Engrossed
Versions are Considered Official

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Date: 1/17/2025

SUMMARY

Digest: The Act changes laws with respect to discrimination based on age. The Act takes effect 91 days after adjournment. (Flesch Readability Score: 61.2).

Clarifies the meaning of "because of age" for purposes of employment discrimination law. Permits observing the terms of a bona fide seniority system or bona fide employee benefit plan when taking an employment action.

Makes it an unlawful employment practice for an employer to require or request disclosure of certain information regarding age and attendance or graduation dates. Provides exceptions.

Removes the provision allowing age limits for the purpose of selecting apprentices to bring such conduct within the scope of the unlawful discrimination statute.

Takes effect on the 91st day following adjournment sine die.

NOTICE OF NO OPEN GOVERNMENT IMPACT