



## Open Government Impact Statement

83rd Oregon Legislative Assembly  
2025 Regular Session

## Measure: HB 2248 - A

Only impacts on Original or Engrossed  
Versions are Considered Official

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### SUMMARY

Digest: The Act makes new laws with respect to BOLI.

The Act takes effect 91 days after adjournment sine die. (Flesch Readability Score: 81.4).

Establishes the Employer Assistance Division within the Bureau of Labor and Industries.

Provides that discussion communications made in the course of or in connection with a discussion between an employer and the Employer Assistance Division are confidential.

Provides exceptions to the confidentiality requirement.

Prohibits the bureau from imposing a penalty on an employer that proves the employer's reliance on discussion communications in taking any good faith action.

Permits the bureau to issue advisory opinions in certain circumstances.

Permits the bureau to enter into interagency agreements with state agencies to receive certain business information.

Permits the bureau to enter into a settlement with respect to any violation of a provision of law over which the bureau has jurisdiction.

Provides that the bureau may settle a matter through conference, mediation, conciliation, persuasion or other alternative dispute resolution processes.

Establishes confidentiality requirements for communications made during the course of or in connection with settlement discussions held through the bureau's alternative dispute resolution processes.

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

### OPEN GOVERNMENT IMPACT

Legislative Counsel has not adopted standards for drafting measures that establish exemptions from disclosure of public records.

This measure exempts from public disclosure all written and oral communications made in the course of or in connection with a discussion between an employer and the Employer Assistance Division of the Bureau of Labor and Industries. It also exempts all communications made during the course of or in connection with settlement discussions held through the bureau's alternative dispute resolution process.

If those public records that could be subject to public disclosure were instead subject to mandatory disclosure under public records law, the public could gain information contained in communications made in the course of or in connection with a discussion between an employer



and the bureau's Employer Assistance Division, or communications made during the course of or in connection with settlement discussions held through the bureau's alternative dispute resolution process.