



Legislative Fiscal Office  
83<sup>rd</sup> Oregon Legislative Assembly  
2025 Regular Session

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**Bill Title:** Relating to disclosures of certain information concerning employment-related matters; prescribing an effective date.

**Government Unit(s) Affected:** Cities, Statewide - Executive Branch, Statewide - Legislative Branch, Bureau of Labor and Industries, Counties, Statewide - Judicial Branch

### Summary of Fiscal Impact

2025-27 Biennium	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds	Positions	FTE
Bureau of Labor and Industries	\$ 579,552	\$ -	\$ -	\$ -	\$ 579,552	4	2.25
<b>Total Fiscal Impact</b>	<b>\$ 579,552</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 579,552</b>	<b>4</b>	<b>2.25</b>

2027-29 Biennium	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds	Positions	FTE
Bureau of Labor and Industries	\$ 691,659	\$ -	\$ -	\$ -	\$ 691,659	4	2.75
<b>Total Fiscal Impact</b>	<b>\$ 691,659</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 691,659</b>	<b>4</b>	<b>2.75</b>

### Measure Description

The measure creates new requirements related to disclosure of wage and benefit information in postings for new jobs, promotion, and transfer opportunities by employers or employment agencies. The measure directs the Bureau of Labor and Industries (BOLI) to collect, review, and investigate complaints of violating the transparency law and assess civil penalties. Beginning January 1, 2026, employers and employment agencies are required to keep and maintain records for each employee that provide sufficient information to comply with disclosure requirements including wage rate history, wage range, employment benefits, and any other compensation provided by an employer. Additionally, BOLI shall conduct outreach to employers and state agencies to provide information and training related to the new rules. The measure permits BOLI to adopt rules and act prior to the measure's operative date related to the duties established by the measure.

### Fiscal Analysis

The total estimated fiscal impact of the measure is \$579,552 General Fund for the 2025-27 biennium and \$691,669 for the 2027-29 biennium including four positions.

### Bureau of Labor and Industries

BOLI anticipates the measure would increase the workload for complaints and investigations in the agency's wage and hour division and civil rights division. The measure for transparency will generate its own complaints and investigations and will likely increase questionnaires and complaints filed for violations of Oregon's equal pay act.

Based on data from similar laws and adjusted for population, BOLI estimates the measure would result in an additional 304 complaints per year, or approximately 243 formal investigations. The work to process complaints of violations and conduct investigations is estimated to require work from the following four positions:

- One new permanent full-time Compliance Specialist 3 position for \$192,172 General Fund (0.75 FTE) in the 2025-27 biennium and \$256,231 General Fund (1.00 FTE) in the 2027-29. All civil rights cases must be referred to BOLI's Administrative Prosecution Unit, and this position would be responsible for drafting charges and hearing preparation and manage the workload from additional referrals.
- One new permanent full-time Compliance Specialist 2 position for \$171,139 General Fund (0.75 FTE) in the 2025-27 biennium and \$228,187 General Fund (1.00 FTE) in the 2027-29 biennium, responsible for processing complaints, using letters of explanation/education, and conducting investigations.
- One permanent part-time Civil Rights Investigator 1 position for \$118,451 General Fund (0.50 FTE) each biennium, responsible for conducting interviews, collecting information, and drafting formal complaints.
- One permanent part-time Learning and Development Specialist 2 position for \$61,590 General Fund (0.25 FTE) each biennium for providing training, outreach, and responding to inquiries.

Included in the total estimated impact is \$27,200 General Fund per biennium for position related costs and a one-time expenditure of \$9,000 General Fund in the 2025-27 biennium for Information Technology contract services related to their online management system and user portal updates.

The measure is anticipated to have a minimal fiscal impact to the Judicial Branch and remaining Executive Branch agencies.

The measure is anticipated to have no fiscal impact to the Legislative Branch and local entities.

**Relevant Dates**

The measure takes effect on the 91st day after sine die.