



Open Government Impact Statement

83rd Oregon Legislative Assembly
2025 Regular Session

Measure: HB 2746 - A

Only impacts on Original or Engrossed
Versions are Considered Official

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SUMMARY

Digest: The Act makes new laws regarding pay transparency. The Act takes effect 91 days after sine die. (Flesch Readability Score: 73.7).

Requires employers and employment agencies to include certain wage and benefit information in job postings for job, promotion and transfer opportunities. Requires employers to maintain certain employment records for each employee. Directs the Commissioner of the Bureau of Labor and Industries to conduct proactive outreach and ongoing training to educate employers and employment agencies about the requirements. Makes a violation an unlawful practice and permits the commissioner to assess civil penalties for a violation. Permits the commissioner to issue a letter of explanation or education to an employer or employment agency instead of a civil penalty for a first violation. Requires the remainder of sums collected as penalties, after application toward reimbursement of costs, to be paid into the State Treasury and credited to the General Fund.

Makes it an unlawful employment practice for an employer or an employment agency to retaliate or discriminate against an employee for invoking or exercising certain rights.

Makes employment agencies subject to the prohibition against inquiries regarding salary history and past criminal convictions.

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

NOTICE OF NO OPEN GOVERNMENT IMPACT