

SB 1119-4  
(LC 4591)  
4/2/25 (JAS/ps)

Requested by Senator TAYLOR

**PROPOSED AMENDMENTS TO  
SENATE BILL 1119**

1 In line 2 of the printed bill, before the period insert “; creating new pro-  
2 visions; and amending ORS 652.752”.

3 Delete lines 4 through 13 and insert:

4 **“SECTION 1. Section 2 of this 2025 Act is added to and made a part**  
5 **of ORS chapter 659A.**

6 **“SECTION 2. (1) As used in this section:**

7 **“(a) ‘Federal immigration authority’ has the meaning given that**  
8 **term in ORS 180.805.**

9 **“(b) ‘Unfair immigration-related practices’ includes contacting or**  
10 **threatening to contact a federal immigration authority for the reason**  
11 **that an employee has in good faith reported information that the em-**  
12 **ployee believes is evidence of a violation of state or federal law, rule**  
13 **or regulation.**

14 **“(2) It is an unlawful practice for an employer to engage in unfair**  
15 **immigration-related practices.**

16 **“SECTION 3. ORS 652.752 is amended to read:**

17 **“652.752. (1) As used in this section and ORS 652.753, ‘employee’ and**  
18 **‘employer’ have the meanings given those terms in ORS 652.210.**

19 **“(2) Unless prohibited by federal law, an employer shall, within three**  
20 **business days of receiving a notice of an inspection from a federal agency**  
21 **compelling the employer to provide access to records of forms and any other**

1 documentation used by the employer to verify the identity and employment  
2 eligibility of the employees hired by the employer, notify the employer's em-  
3 ployees of the upcoming inspection.

4 “(3) The employer shall notify employees of an upcoming inspection by:

5 “(a) Posting a notice in a conspicuous and accessible location, in English  
6 and in the language the employer typically uses to communicate with the  
7 employees; and

8 “(b) Making reasonable attempts to individually distribute notifications  
9 to employees in the employee's preferred language.

10 “(4) The notice shall include:

11 “(a) A copy of the federal agency's notice of inspection received by the  
12 employer;

13 “(b) The date of the inspection;

14 “(c) To the extent the employer knows, the scope of the federal agency's  
15 inspection;

16 “(d) The employer's obligations with respect to providing information  
17 within the scope of the federal agency's notice of inspection; and

18 “(e) A telephone number, prescribed by the Bureau of Labor and Indus-  
19 tries, for a hotline operated by an organization that provides information and  
20 advocacy related to immigrant and refugee workers' rights.

21 **“(5) In addition to any other penalty provided by law, the Commis-**  
22 **sioner of the Bureau of Labor and Industries shall impose on an em-**  
23 **ployer for a violation of this section, a civil penalty not to exceed**  
24 **\$1,000 for each violation. Civil penalties under this subsection shall be**  
25 **imposed as provided in ORS 183.745.”.**