

HB 4111-6
(LC 53)
2/12/26 (JAS/ps)

Requested by Representative CHOTZEN

**PROPOSED AMENDMENTS TO
HOUSE BILL 4111**

1 On page 1 of the printed bill, delete lines 5 through 22.

2 On page 2, delete lines 1 through 26 and insert:

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4 **“ADMISSIBILITY OF EVIDENCE IN CIVIL CASES**

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6 **“SECTION 1. Section 2 of this 2026 Act is added to and made a part**
7 **of ORS chapter 40.**

8 **“SECTION 2. (1) Except as otherwise allowed in this section, evi-**
9 **dence of a party’s or a witness’s immigration status is not admissible**
10 **in a civil proceeding unless the party’s or witness’s immigration status**
11 **is an essential fact to prove an element of a party’s cause of action**
12 **or essential to establish a party’s claim for relief.**

13 **“(2) If a party is awarded damages for future wage loss at trial and**
14 **is subject to a final order of removal in immigration proceedings, the**
15 **final order of removal may be submitted to the court through a post-**
16 **trial motion to be used solely for the purpose of calculating damages.**

17 **“(3) If a party was awarded reinstatement to a position at trial, the**
18 **party’s federal work authorization information may be submitted to**
19 **the court through a post-trial motion.**

20 **“(4)(a) If a party intends to offer evidence under subsections (1) to**
21 **(3) of this section, the party shall:**

1 **(A) Make a written motion specifically describing the evidence and**
2 **stating the purpose for which it is to be offered; and**

3 **(B) State in the caption of the motion that the motion and at-**
4 **tachments are confidential and file the motion confidentially.**

5 **(b) If a party intends to offer evidence under subsection (1) of this**
6 **section, the party shall make the written motion at least 15 days be-**
7 **fore the proceeding at which the evidence to be offered is scheduled**
8 **to begin unless the court, for good cause, sets a different time.**

9 “(5)(a) If a party makes a motion under subsection (4) of this sec-
10 tion, before admitting the evidence, the court shall conduct an in
11 camera hearing, out of the presence of the public and the jury, and
12 give the parties a right to attend and be heard. If the court deter-
13 mines that the moving party has shown that a party’s or witness’s
14 immigration status is essential to prove an element of a party’s cause
15 of action or to establish a party’s claim for relief, or that a remedy
16 described in subsection (2) or (3) of this section has been awarded, the
17 court shall make an order regarding the permitted use of the evidence.

18 **“(b) The order, motion, related materials and record of the hearing**
19 **are confidential, exempt from public disclosure under ORS 192.311 to**
20 **192.478 and may not be disclosed except:**

21 **“(A) To a party in the case or the party’s attorney; or**

22 **“(B) To the court.**

23 **“(6) This section does not prohibit a party or witness, or the party’s**
24 **or witness’s attorney, from voluntarily disclosing the party’s or**
25 **witness’s immigration status to the court.**

“EMPLOYMENT PROTECTIONS

29 **“SECTION 3. Section 4 of this 2026 Act is added to and made a part**
30 **of ORS chapter 659A.**

1 **“SECTION 4. (1) It is an unlawful practice for an employer to dis-**
2 **charge an employee or in any manner discriminate, retaliate or oth-**
3 **erwise take adverse action against an employee because the employee**
4 **updates or attempts to update the employee’s personal information**
5 **based on a lawful change in the employee’s federal employment au-**
6 **thorization documentation.**

7 **“(2) It is not an unlawful practice under this section for an em-**
8 **ployer to take actions necessary to comply with federal employment**
9 **authorization verification requirements.**

10 **“(3) An employer does not engage in an unlawful practice under this**
11 **section solely because a third-party benefit administrator independ-**
12 **ently takes adverse action in response to changes in the employee’s**
13 **personal information or federal employment authorization.”.**

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