

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:

3  
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.

## 26 27                                   “EMPLOYMENT PROTECTIONS

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

**“SECTION 4. (1) It is an unlawful practice for an employer to discharge an employee or in any manner discriminate, retaliate or otherwise take adverse action against an employee because the employee updates or attempts to update the employee’s personal information based on a lawful change in the employee’s federal employment authorization documentation.**

**“(2) It is not an unlawful practice under this section for an employer to take actions necessary to comply with federal employment authorization verification requirements.**

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

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