



Oregon Legislation Limiting Credit Reports for Employment Screening Purposes Signed into Law

On March 29, 2010, Oregon Governor Ted Kulongoski signed into law a series of bills from the 2010 legislative session. Of key importance was SB 1045, which limits use of credit reports for employment screening purposes.

This bill makes it “an unlawful employment practice for an employer to obtain or use for employment purposes information contained in the credit history of an applicant for employment or an employee, or to refuse to hire, discharge, demote, suspend, retaliate or otherwise discriminate against an applicant or an employee with regard to promotion, compensation of the terms, conditions or privileges of employment based on information in the credit history.

This law goes into effect on July 1, 2010.

There are four exceptions to the prohibition:

- 1) Bank and credit union employees
- 2) Employers that are required by state and federal law to use credit histories for employment purposes
- 3) Public safety officer employers
- 4) Employers that can demonstrate that credit information is “substantially job-related” and that provide written disclosure of the reasons for the use of the credit check. HOWEVER, the term “substantially job-related” is not defined in the new law.

Employers are encouraged to seek legal counsel in order to determine if they operate within one of the four exceptions above.

For more information, please visit

<http://www.leg.state.or.us/10ss1/asures/sb1000.dir/sb1045.intro.html>.

GIS One Source. So Many Options. Your Complete Corporate Solutions Provider.

BACKGROUND
SCREENING

WORKFORCE
MANAGEMENT

TAX CREDIT
& INCENTIVES

INSURANCE INDUSTRY
SOLUTIONS

ELECTRONIC I-9
SOLUTIONS