

2025
OREGON
LEGISLATION
HIGHLIGHTS



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Many bills passed during the 2025 session have special effective dates. These dates are noted in the description of each bill.

If a special effective date is not proscribed in a bill, the bill takes effect on January 1, 2026.

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FORWARD

The annual *Oregon Legislation Highlights* offers a timely and authoritative resource to help lawyers catch up on the latest legislative developments.

This book highlights approximately 30 bills and other measures that were passed by both houses of the legislature. This book does not describe all enacted legislation. *Unless otherwise noted, all legislation takes effect on January 1, 2026.*

The information in this book is organized into chapters by subject. If a bill has a special effective date, that date is noted at the end of the discussion of that bill. Please note that in some cases a bill may have more than one effective date. If in doubt about the effective date of a law, always check the enacting legislation.

Each bill is identified – in the chapter outline and in the text – by its bill number and its 2024 Oregon Laws chapter number. A table of bill numbers and Oregon Laws chapter numbers appears at the end of the book.

The Oregon legislature’s website offers additional information that the reader of this book may find useful. Individual bills are hyperlinked to that bill’s page in the Oregon Legislative Information System, which contains additional information on that bill. This includes measure summaries written by legislative staff, and in some cases supporting documentation submitted during committee hearings. See www.oregonlegislature.gov for more information.

We are grateful to all who were involved in preparing this book. We are especially appreciative of the efforts of our volunteer authors, who take time away from their practices to contribute to this publication and without whom this book would not be possible.

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1

Commercial, Consumer and Debtor-Creditor Law

1.	HB 2008	(Chapter 251)	Consumer Data Privacy
2.	HB 2373	(Chapter 39)	Timeshare Sales Agent Licenses
3.	HB 2463	(Chapter 197)	Small Claims Limits
4.	HB 3167	(Chapter 390)	Sale of Event Tickets
5.	HB 3178	(Chapter 81)	Vehicle Financing Agreements
6.	HB 3605	(Chapter 160)	Home Solicitations
7.	HB 3865	(Chapter 580)	Telephone Solicitations
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9.	SB 433	(Chapter 222)	Self-Storage Facility Liens
10.	SB 605	(Chapter 343)	Medical Debt
11.	SB 1036	(Chapter 416)	Towing Motor Vehicles

1. [HB 2008](#) (Chapter 251) Consumer Data Privacy

HB 2008 is an update and expansion of SB 619 (2023). Under the new bill, a controller of a consumer's personal data may not process the personal data for the purposes of targeted advertising or other similar purposes, if the controller has actual knowledge that, or willfully disregards whether the consumer is under 16 years of age.

In addition, the bill prohibits the controller from selling personal data of any consumer under 16 years of age, as well as certain geolocation data for any consumer.

HB 2008 takes effect on January 1, 2026

2. [HB 2373](#) (Chapter 39) Timeshare Sales Agent Licenses

HB 2373 creates a new timeshare sales agent license, which a person will be required to hold in order to sell or offer to sell timeshares. The new licenses will be issued by the Oregon Real Estate Agency, which is responsible for enforcing the provisions of the act.

HB 2375 took effect on July 1, 2025 for rulemaking purposes, but the licensing requirements become operative on January 1, 2026.

3. [HB 2463](#) (Chapter 197) Small Claims Limits

ORS 46.455 provides that when a defendant receives a notice of a small claim, they have the right to demand a hearing in small claims court. If the claim has a value of over \$750, then the defendant has a right to instead demand a jury trial. However, in some cases it may not be clear to the defendant what is included in that \$750 calculation.

HB 2463 updates the statute to clarify that pre-judgment or pre-award interest, fees and other costs are included in that \$750 calculation. This bill makes this change both for claims brought in circuit court and in justice court.

In addition, HB 2463 extends the time for the defendant to respond to a notice of small claim from 14 days to 30 days.

HB 2463 applies to claims filed in the small claims department on or after January 1, 2026.

4. [HB 3167](#) (Chapter 390) Sale of Event Tickets

ORS HB 3167 significantly modifies Oregon's regulations on the selling and buying of event tickets in Oregon. Prior to this bill, ORS 646A.115 prohibited a person from intentionally using software to circumvent a ticket selling process aimed at equitable distribution, sale, or resale of admission tickets for an entertainment event.

HB 3167 reduces the intent requirement from intentionally to willfully, and clarifies that the

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prohibition applies to circumventing the number of tickets a single purchaser may purchase. The bill provides that the statute does not apply to trade shows, nor does it apply to movies shown at a commercial motion picture theater. The bill also defines several terms that were undefined in the original statute.

The bill also creates new prohibitions on creating or causing others to use websites that mimic those of artists or performance venues. This provision is intended to make it clearer to consumers when they are purchasing from an official source.

HB 3167 applies to the sale of admissions tickets on or after January 1, 2026.

5. [HB 3178](#) (Chapter 81) Vehicle Financing Agreements

In many cases, vehicle dealers will make deals to sell vehicles that are contingent on a financial institution financing the sale on the terms agreed to by the buyer and the vehicle dealer. Under current law, the dealer has 14 days to find a financial institution to finance the transaction, and if they are unable to do so they must cancel the deal.

HB 3178 shortens this timeframe to 10 days and requires the vehicle dealer to provide the buyer with additional notifications explaining the buyer's rights and the dealer's obligations.

HB 3178 takes effect on January 1, 2026

6. [HB 3605](#) (Chapter 160) Home Solicitations

ORS 83.710 is the Oregon Home Solicitation Sales Act. In most cases, this act gives consumers in home solicitation sales the right to cancel a transaction within 3 business days of completing the transaction. The act applies both to in-person sales transactions at a person's home and, in many cases, telephone solicitation sales.

HB 3605 makes violations of ORS 83.710 to 83.750 an unlawful practice under ORS 646.608.

HB 3605 took effect on September 26, 2025.

7. [HB 3865](#) (Chapter 580) Telephone Solicitations

HB 3865 makes a number of changes to Oregon law related to telephone solicitations.

Among the major changes, the bill amends ORS 646.561 to include text messages in the definition of "telephone solicitation". The bill also makes it an unlawful practice under ORS 648.608 for a person to make a telephone solicitation after 8:00PM or before 8:00AM, to make more than three solicitations during a single 24 hour period, or for the caller to falsify their identity or the purpose of the call.

HB 3865 will take effect on January 1, 2026.

8. [SB 430](#) (Chapter 311) Disclosure Requirements for Online Sales

SB 430 generally provides that a person who sells goods or services online must display the full cost for the purchase, including applicable fees or charges that the purchaser must pay to complete the purchase.

The bill provides a number of exceptions to this requirement, including taxes and fees that are imposed on the transaction by a government body, and actual shipping charges incurred by the seller to ship the goods to, or provide the services to, the purchaser.

The bill also exempts financial institutions, mortgage bankers and brokers, and some licensees of the Department of Consumer and Business Services from this requirement, to the extent that those entities are subject to federal disclosure requirements under several specific federal statutes.

SB 430 applies to transactions that conclude on or after January 1, 2026.

9. [SB 433](#) (Chapter 222) Self-Storage Facility Liens

Under existing law, the owner of a self-storage facility may place a lien on personal property stored in a unit when rent is left unpaid. When this happens, the owner must attempt to notify the owner of a foreclosure and sale. After the foreclosure, the owner of the facility is allowed to dispose of the property if they estimate the value to be \$300 or less. If the value is higher, a foreclosure sale is required, which requires notices published in a newspaper.

HB 433 simply raises this limit from \$300 to \$1000.

SB 433 takes effect on January 1, 2026.

10. [SB 605](#) (Chapter 343) Medical Debt

SB 605 generally prohibits the reporting of medical debt to a consumer reporting agency, and prohibits consumer reporting agencies from reporting an item in a consumer credit report that they know or should know is medical debt.

The bill defines “medical debt”, and includes debt incurred for medical treatment, other than cosmetic surgery, that is either owned directly to a health care provider or that is owed on a credit card that was specifically offered for the payment of medical services.

Wrongfully reporting medical debt under this bill is classified as an unlawful practice under ORS 646.608. The bill permits that in an action for violation of this provision a court may, in addition to any other relief, declare the medical debt to be void and uncollectable.

SB 605 takes effect on January 1, 2026.

11. [SB 1036](#) (Chapter 416) Towing Motor Vehicles

SB 1036 limits the authority of a commercial tower to tow motor vehicles without first having been requested to do so by a vehicle or property owner.

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Previously ORS 98.853 listed a number of reasons a tow operator could independently tow a motor vehicle, including that it blocked or prevented access by emergency vehicles, or blocked in a parked motor vehicle. SB 1036 eliminated most of these bases listed in this statute.

The bill also places restrictions on a tow operator's authority to tow from a parking facility, including requiring that the facility contact the tow operator to initiate the tow, as opposed to the tow operator merely informing the facility prior to initiating the tow.

SB 1036 will take effect on January 1, 2026.

2

Criminal Law

1. [HB 2299](#) (Chapter 116) Unlawful Dissemination of an Intimate Image
2. [HB 2465](#) (Chapter 118) Definition of Custody
3. [HB 2471](#) (Chapter 119) Guilty Except for Insanity Defense
4. [HB 2473](#) (Chapter 375) Criminal Law Omnibus Bill
5. [HB 2555](#) (Chapter 484) Family Sentencing Alternative Program
6. [HB 2819](#) (Chapter 493) Citations Issued by State Forester
7. [HB 2932](#) (Chapter 354) Public Official Employment by Colleges
8. [HB 3582](#) (Chapter 447) Child Sexual Abuse
9. [HB 3604](#) (Chapter 159) Animal Holding Agencies
10. [SB 1121](#) (Chapter 417) Doxing
11. [SB 1122](#) (Chapter 187) Sex Offender Classification

1. [HB 2299](#) (Chapter 116) Unlawful Dissemination of an Intimate Image

HB 2299 modifies the crime of Unlawful Dissemination of an Intimate Image. ORS 163.472 prohibits the dissemination of “an image of another person” engaged in sexual conduct. However, this statute does not cleanly apply in the situation of a digitally created image that is intended to depict a real person.

HB 2299 modifies the definition of “image” used in the statute to include “a digitally created, manipulated or altered depiction that is reasonably realistic.”

HB 2299 takes effect on January 1, 2025.

2. [HB 2465](#) (Chapter 118) Definition of Custody

HB 2465 expands the definition of “custody” under ORS 162.135. Under the prior definition, custody referred to actual or constructive restraint by a peace officer. HB 2465 expands this definition to include actual or constructive restraint by a parole and probation officer.

This new definition applies to the crimes of Escape in the first, second, and third degree.

The changes to ORS 163 contained in the bill took effect on May 22, 2025.

3. [HB 2471](#) (Chapter 119) Guilty Except for Insanity Defense

HB 2471 is a legislative response to the Oregon Supreme Court’s decision in *State v Meiser*. 372 Or. 438 (2024). In that case, the court considered ORS 161.295, which defines the “guilty except for insanity” defense. Prior to this legislation, the statute provided that:

“[a] person is guilty except for insanity if, as a result of mental disease or defect at the time of engaging in criminal conduct, the person lacks substantial capacity either to appreciate the criminality of the conduct or to conform the conduct to the requirements of law.”

The court determined that the natural meaning of the phrase “as a result of” in this context meant that *“The defendant’s mental disease or defect may combine with another condition to cause the lack of capacity, and the mental disease or defect need not be sufficient on its own to cause the lack of capacity.”*

HB 2471 substantially changes the definition to provide that:

- But for a qualifying mental disorder, the person would have had such substantial capacity;
- A mental disorder other than a qualifying mental disorder is not the primary cause of the lack of substantial capacity; and
- The lack of substantial capacity is not the result of voluntary intoxication in combination with a qualifying mental disorder, a mental disorder other than a qualifying mental disorder or both.

HB 2471 applies to conduct occurring on or after May 22, 2025.

4. [HB 2473](#) (Chapter 375) Criminal Law Omnibus Bill

HB 2473 make a large number of unrelated changes to criminal law in Oregon.

- The bill modifies the crime of Harassment under ORS 166.065 by eliminating one of the definitions of the crime: “*Publicly insulting such other person by abusive words or gestures in a manner intended and likely to provoke a violent response.*” Subjecting another person to offensive physical contact remains included in the definition of Harassment, as does conveying certain false reports.
- The bill modifies provisions relating to the authentication of records and modifies timing requirements for when a prosecutor must provide grand jury recordings to a defendant under ORS 132.270.
- The bill amends ORS 161.566 to allow a district attorney to elect to treat a misdemeanor as a Class A violation at anytime during the pendency of a criminal case, and it similarly amends ORS 161.570 to allow a district attorney to elect to treat a Class C nonperson felony as a Class A misdemeanor at anytime during the pendency of a criminal case.

HB 2473 took effect on June 24, 2025.

5. [HB 2555](#) (Chapter 484) Family Sentencing Alternative Program

HB 2555 makes permanent what was previously called the Family Sentencing Alternative Pilot Program. Under that program some non-violent primary parents facing prison sentences were diverted from prison and were instead placed under supervision and required to participate in various treatment and other programs geared towards parenting and families.

The bill makes a number of changes to facilitate the pilot program’s conversion to a permanent program, including limiting the program to defendants whose presumptive sentence is at least one year, who are eligible for downward departure, and are either pregnant at the time of sentencing, or are the parent of and have physical custody of a minor child.

HB 2555 took effect on July 17, 2025.

6. [HB 2819](#) (Chapter 493) Citations Issued by State Forester

HB 2819 expands the authorization of the State Forester, or any other person authorized by the State Forester, to issue citations for violations under ORS Chapter 477.

Previously, enforcement officers were limited to issuing citations when the enforcement officer witnesses the unlawful conduct. HB 2819 expands this authorization to allow a citation to be issued any time the officer has probable cause to believe a violation occurred. This probable cause may be based on the officers own investigation and on the statements of witnesses.

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HB 2819 takes effect on January 1, 2026.

7. [HB 2932](#) (Chapter 354) Public Official Employment by Colleges

ORS 244.040 generally prohibits a public official from using their official position to obtain financial gain if that gain would not otherwise be available but for the public official's holding of the official office or position.

HB 2932 adds an exception to this general prohibition that allows a public official to accept compensation from any post-secondary for teaching at least one course at that institution.

HB 2932 takes effect on January 1, 2026.

8. [HB 3582](#) (Chapter 447) Child Sexual Abuse

HB 3582 creates a new definition that distinguishes child abuse from child sexual abuse. The bill eliminates the statute of limitations for civil claims based on child sexual abuse. The statute of limitations for other forms of child abuse remains unchanged. Similarly, the bill eliminates that statute of limitations for claims based on conduct that constitutes sexual assault of an adult.

In both cases, the bill eliminates the word "knowingly" from provisions relating to third party liability in such causes of action.

HB 3582 took effect on June 26, 2025, but generally provides that claims arising before the effective date of the act remain subject to the previous statute of limitations unless a final judgment has been entered.

9. [HB 3604](#) (Chapter 159) Animal Holding Agencies

HB 3604 defines an animal holding agency, creates a process for an animal holding agency to become the owner of an unowned, stray, or abandoned cat.

The bill creates an affirmative defense to a prosecution for theft of a cat, so long as the animal holding agency complies with the notice and other provisions of the bill. The bill similarly creates immunity from civil liability related to taking possession of the cat.

HB 3604 took effect on September 26, 2025.

10. [SB 1121](#) (Chapter 417) Doxing

SB 1121 creates the crime of Unlawful Disclosure of Private Information as a new Class B misdemeanor.

The new crime is implicated if:

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- A person, with the intent to stalk or injure another person, or to cause damage to another person's property, to knowingly cause the other person's personal information to be disclosed, and
- The other person is stalked or injured, or the other person's property is damaged, as a result of the disclosure.

Under the bill, "personal information" means:

- A person's home address, personal electronic mail address, personal phone number or Social Security number;
- Contact information for a person's employer;
- Contact information for a family member of a person;
- Photographs of a person's child; or
- Identification of the school that a person's child attends.

The provisions of SB 1121 related to the crime of Unlawful Disclosure of Private Information take effect on January 1, 2026.

11. [SB 1122](#) (Chapter 187) Sex Offender Classification

SB 1122 provides that the State Board of Parole and Post-Prison Supervision may consider only the risk that a sex offender presented at the time of release, sentencing or discharge when determining the risk notification level assigned to that particular offender.

This bill was a response to the Oregon Court of Appeals decision in *Thomsen v. Board of Parole*, 333 Or App 703 (2024).

The bill took effect on May 27, 2025.

3

Employment Law

1. [HB 2236](#) (Chapter 280) Professional Employer Organizations
2. [HB 2248](#) (Chapter 22) Employer Assistance Division
3. [HB 2271](#) (Chapter 563) Unemployment Insurance Tax Credit
4. [HB 2541](#) (Chapter 24) Agricultural Employee Rest Periods to Express Breast Milk
5. [HB 2728](#) (Chapter 490) PERS Benefit Computations
6. [HB 2800](#) (Chapter 78) Professional Employer Organizations
7. [HB 2944](#) (Chapter 270) Public Employee Collective Bargaining
8. [HB 2957](#) (Chapter 379) BOLI Enforcement Actions
9. [HB 3021](#) (Chapter 43) Oregon Employment Department Housekeeping Bill
10. [HB 3024](#) (Chapter 382) Requalifying for Unemployment Benefits
11. [HB 3187](#) (Chapter 125) Unlawful Age Discrimination in Employment
12. [HB 3550](#) (Chapter 156) Minor League Baseball Players Exemption
13. [HB 3789](#) (Chapter 307) Falsely Impersonating a Union Representative
14. [HB 3929](#) (Chapter 309) Peer Support Services for Public Safety Workers
15. [SB 69](#) (Chapter 85) Paid Leave Oregon and Oregon Family Leave Act Housekeeping Bill
16. [SB 426](#) (Chapter 287) Construction Contractor Civil Liability for Unpaid Wages
17. [SB 916](#) (Chapter 432) Unemployment Benefits for Striking Workers

EMPLOYMENT LAW

1. [HB 2236](#) (Chapter 280) Professional Employer Organizations

Professional Employer Organizations, sometimes called a Worker Leasing Company, is a company that contracts with another company to provide administrative services to help run the client-company. For example, a small business might contract with a PEO to handle payroll services for the small business.

HB 2236 allows a professional employer organization to choose to treat employees that it provides to a client employer either as employees of the PEO itself, or as employees of the client employer under Oregon Unemployment Insurance law (ORS Chapter 657).

HB 2236 took effect on September ____, 2025.

2. [HB 2248](#) (Chapter 22) Employer Assistance Division

HB 2248 establishes the Employer Assistance Division within the Bureau of Labor and Industries. The purpose of the division is to assist businesses in complying with laws that are enforced by BOLI. The EAD will be permitted to issue advisory opinions, as well as offer education, training and other guidance to the public.

The bill also gives BOLI the authority to enter into settlement agreements with regard to violations of law over which BOLI has authority.

HB 2248 took effect on September ____, 2025.

3. [HB 2271](#) (Chapter 563) Unemployment Insurance Tax Credit

HB 2271 creates a nonrefundable tax credit against an employers' unemployment insurance payroll tax that is applicable exclusively to tax year 2025. The tax credit applies to any employer whose tax rate for the 2025 calendar year was at least two and a half percent less than their tax rate in 2024.

The credit is intended to serve as a "correction" for some businesses that may have paid a higher than anticipated tax rate during 2022 through 2024 due to provisions in HB 3389 (2020) which was passed during the period of high unemployment insurance claims during the COVID-19 pandemic.

HB 2271 takes effect on January 1, 2026 and is repealed on January 2, 2027.

4. [HB 2541](#) (Chapter 24) Agricultural Employee Rest Periods to Express Breast Milk

Oregon law generally requires employers to provide rest periods for employees to express milk during a child's first 18 months. However, to the extent reasonably possible, the employee is required to time these rest periods to coincide with rest and meal breaks that are otherwise provided by the employer. Some agricultural workers, however, are exempt from Oregon laws that would otherwise require mandatory rest and meal breaks.

HB 2541 provides that an individual employed in agriculture as a hand harvest or pruning laborer, and who is paid on a piece rate basis, must be provided with unpaid breaks to express breast milk in the workplace.

HB 2541 took effect on May 7, 2025.

5. [HB 2728](#) (Chapter 490) PERS Benefit Computations

When PERS receives an application for a retirement allowance or benefit from a PERS member, it is required to provide the member with specific information about the benefits to which the member will be entitled upon retirement.

HB 2728 simply adds a requirement that the information provided by PERS must include detailed information about the number of overtime hours performed by the member during the period used to calculate the member’s final average salary and the number of overtime hours applied to the calculation of the member’s final average salary.

HB 2728 took effect on September ____, 2025.

6. [HB 2800](#) (Chapter 78) Professional Employer Organizations

HB 2800 makes numerous changes throughout the Oregon Revised States to change the term “worker leasing company” to “professional employer organization”. The bill also adds definitions of this and other related terms to the ORS Chapters 656 and 737.

HB 2728 took effect on September ____, 2025.

7. [HB 2944](#) (Chapter 270) Public Employee Collective Bargaining

HB 2944 requires the Employment Relations Board to impose civil penalties against public bodies that violate specific designated provisions of the Public Employee Collective Bargaining Act.

Specifically, the new requirement applies to an entity that is found to a violated, for a second or subsequent time:

- A requirement that public employer provide name and date of hire; contact information; and employment information about employee in appropriate bargaining within designated timelines; or
- A right to receive full amount of remittance for deductions authorized by employees.

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HB 2944 takes effect on January 1, 2026.

8. [HB 2957](#) (Chapter 379) BOLI Enforcement Actions

HB 2957 prohibits an employer from entering into an agreement with a former, current, or prospective employee that has the effect of shortening a statute of limitations regarding a violation over which BOLI has enforcement authority. Violation of this requirement is an unlawful employment practice under the bill.

The bill also revises BOLI notice requirements when BOLI investigates an alleged unlawful practice. Under the bill, BOLI is required to issue a notice to a complainant informing them of their right to file a civil action, either one year after the complaint was filed, or sooner if BOLI dismisses the complaint.

HB 2957 took effect on June 24, 2025.

9. [HB 3021](#) (Chapter 43) Oregon Employment Department Housekeeping Bill

HB 3021 makes several changes to ORS Chapter 657 and 657B. The changes in the bill are largely procedural and intended to conform Employment Department practices to existing law.

The changes include replacing outdated references to divisions within the OED, clarifying the responsibilities of and funding for OED's director, and updating outdated terminology. In addition, the bill includes language making explicit that provisions of Unemployment Insurance law that do not conform to federal law have no force and effect.

HB 3021 took effect on September ____, 2025.

10. [HB 3024](#) (Chapter 382) Requalifying for Unemployment Benefits

In Oregon, a worker can be disqualified from receiving Unemployment Insurance benefits if they are terminated, quit or don't take a new job without a qualifying reason. In order to become requalified to receive UI benefits in the future, the individual must earn at least four times more than their weekly UI benefit amount from their prior job.

In addition, after the individual has requalified for UI benefits, their maximum UI benefit is reduced by eight times their weekly benefit. This has the effect of reducing the total length of time that the individual can receive UI benefits by approximately eight weeks – from a maximum of 26 during a 52 week period, down to 18 weeks.

HB 3024 eliminates this additional 8 week penalty after an individual has requalified for benefits.

HB 3024 took effect on September 26, 2025.

11. [HB 3187](#) (Chapter 125) Unlawful Age Discrimination in Employment

HB 3187 makes several changes to Oregon law relating to unlawful age discrimination.

First, the bill makes it an unlawful employment practice for an employer, prospective employer or employment agency, prior to an initial interview or prior to making a conditional offer, to request an applicant's age or date of birth or when the applicant attended or graduated from any educational institution. The bill provides exceptions to this restriction for bona fide occupational qualifications or to comply with other provisions of law.

Second, the bill eliminates a previous provision that permitted an apprenticeship program to decline to select an apprentice because the apprentice would be 70 years of age before completing the program.

HB 3187 took effect on September __, 2025.

12. [HB 3550](#) (Chapter 156) Minor League Baseball Players Exemption

ORS 653.020 provides a list of individuals and employers who are exempt from a number of employment related laws, including minimum wage, minimum employment conditions, overtime, and meal period laws.

HB 3550 provides adds an additional group to this list – minor league baseball players who are subject to a collective bargaining agreement, the terms of which provide for the payment of wages and working conditions.

There are currently two minor league baseball teams in Oregon that employ players that are subject to such a collective bargaining agreement – The Eugene Emeralds and the Hillsboro Hops.

HB 3550 will take effect on January 1, 2026.

13. [HB 3789](#) (Chapter 307) Falsely Impersonating a Union Representative

HB 3789 makes it unlawful for a person to falsely impersonate a union representative.

The bill defines falsely impersonating a union representative to mean that the individual used fraud or misrepresentation to make a verbal or written communication that purports to be authorized by a labor organization, but that was not, and to do so with the intent to undermine or interfere with the operations of the labor organization, or otherwise negatively impact the

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labor organization.

The bill provides that a labor organization has the sole authority to designate a legitimate union representative. The bill also provides that a union representative may bring an action in civil court alleging a violation of this law.

HB 3789 will take effect on January 1, 2026.

14. [HB 3929](#) (Chapter 309) Peer Support Services for Public Safety Workers

HB 3929 makes several changes to Oregon law in order to ensure that peer support communications to public safety officers are privileged and confidential. The bill specifies definitions of “public safety agency”, “peer support services recipient” and other terms necessary to establish what is a qualifying peer support communication.

The bill provides that oral or written communication that satisfies the requirements of the bill is not admissible in any judicial proceeding, administrative proceeding, arbitration proceeding or other adjudicatory proceeding. The bill likewise provides that such communications may not be disclosed by the participants.

HB 3929 takes effect on January 1, 2026.

15. [SB 69](#) (Chapter 85) Paid Leave Oregon and Oregon Family Leave Act Housekeeping Bill

SB 69 makes a large number of primarily technical modifications to Paid Leave Oregon and to the Oregon Family Leave Act (OFLA).

Among the changes in this bill, it specifies that if a claimant files an appeal with Paid Leave Oregon, the statute of limitation period for complaints filed with BOLI as well as for civil actions related to that complaint are tolled while the appeal with Paid Leave Oregon is pending.

The bill allows an employee to begin taking OFLA leave without prior notice to their employer when leave is required because of the closure of the employee's child's school or child care provider due to a public health emergency, unless the declaration of the public health emergency was issued by the Governor at least 30 days before the start of the leave.

SB 96 took effect on September ____, 2025, however some individual provisions of the bill do not go into force until January 1, 2026.

16. [SB 426](#) (Chapter 287) Construction Contractor Civil Liability for Unpaid Wages

SB 426 provides that an owner of property, and a direct contractor who contracted with that

owner, are jointly and severally liable in a civil action for unpaid wages to unrepresented employees of either the contractor or a subcontractor working on the project.

The bill also invalidates any agreement to waive, release or indemnify an owner or a direct contractor from liability related to such actions.

The bill defines relevant terms and permits an owner or direct contractor to bring a civil action against a subcontractor for recovery of monies paid to that subcontractor related to unpaid wages.

SB 426 takes effect on January 1, 2026.

17. [SB 916](#) (Chapter 432) Unemployment Benefits for Striking Workers

Historically, employees who were out of work due to a labor dispute were not eligible for Unemployment Insurance benefits. SB 916 significantly changes this situation by providing that:

- An individual who is otherwise eligible for Unemployment Insurance benefits may receive benefits, or waiting week credit, for any week that the individual was unemployed due to a lockout, and;
- An individual who is otherwise eligible for Unemployment Insurance benefits is only disqualified from receiving UI benefits or waiting week credit during the first week of a strike. After the first week, the individual may receive benefits or waiting week credit as normal.

Additionally, the bill includes provisions requiring school districts to deduct future wages from some employees if the individual receives UI benefits to which they were not entitled, or receives back pay from their employer for the time period covered by the benefits.

SB 916 takes effect on January 1, 2026.

4

Family Law

1. [HB 2613](#) (Chapter 122) Temporary Protective Orders
2. [HB 3348](#) (Chapter 99) Oregon Child Support Program
3. [SB 163](#) (Chapter 592) Uniform Parentage Act
4. [SB 548](#) (Chapter 224) Minimum Age for Marriage

FAMILY LAW

1. [HB 2613](#) (Chapter 122) Temporary Protective Orders

ORS 107.097(3) and ORS 107.139(1) allow a court to enter an *ex parte*, emergency temporary restraining order providing safe custody or parenting time protections when a child is in “immediate danger.” However, “immediate danger” is not a defined term under either of these statutes, which can lead to confusion and inconsistency in how and when these orders are issued.

HB 2613 provides that when determining whether a child is in immediate danger sufficient to justify the entry of an immediate protective order, the court shall consider whether, absent the temporary order, the child is at present risk of physical harm, severe psychological damage, sexual abuse, severe neglect, or other similar harms. The bill provides that the court may not find that a child is in immediate danger based solely on a parent’s homelessness, illness or poverty.

HB 2613 will take effect on January 1, 2026.

2. [HB 3348](#) (Chapter 99) Oregon Child Support Program

HB 3348 make a number of primarily technical changes to the Oregon Child Support Program. Some of the more substantive changes in the bill include:

- The bill permits some notices, orders, and other legal documents regarding child support to be provided to the recipient by email rather than first class mail, with the prior agreement of the recipient.
- The bill provides that a later-issued child support judgment supersedes an earlier judgment if it involves the same child and parents, and if the later-issued judgment changed the child support obligation from one parent to another but did not expressly terminate the earlier obligation.
- The bill allow service of legal documents on an obligee at an address at which the obligee receives public assistance.

HB 3348 takes effect on January 1, 2026.

3. [SB 163](#) (Chapter 592) Uniform Parentage Act

SB 163 makes a large number of changes to Oregon law surrounding parentage. The bill

incorporates provisions from the Uniform Parentage Act (UPA) into Oregon law. The bill revises and adds various definitions, establishes and refines parentage presumptions, updates procedures for adjudicating parentage, and addresses parentage in cases involving assisted reproduction and surrogacy.

Additionally, it amends provisions related to child support, adoption, intestate succession, and judicial procedures to conform with these changes.

SB 163 took effect on September 26, 2025.

4. [SB 548](#) (Chapter 224) Minimum Age for Marriage

SB 548 raises the minimum age to marry in the State of Oregon from 17 to 18 years of age. The bill makes a number of conforming changes throughout ORS Chapter 106, including repealing ORS 106.060, which previously address conditions that would apply when a minor married.

SB 548 takes effect on January 1, 2026.

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Housing and Property

1. [HB 2078](#) (Chapter 193) Property Tax Exemptions for Multiunit Rental Housing
2. [HB 2134](#) (Chapter 115) Early Termination By Tenant
3. [HB 3054](#) (Chapter 387) Maximum Rent Increases
4. [HB 3378](#) (Chapter 127) Habitability
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6. [HB 3522](#) (Chapter 356) Removal of Squatters
7. [SB 586](#) (Chapter 291) Sale of Leased Residential Property

HOUSING AND PROPERTY

1. [HB 2078](#) (Chapter 193) Property Tax Exemptions for Multiunit Rental Housing

In 2017 the legislature passed HB 2377. That bill allowed the governing body of a city or county to adopt an ordinance or resolution granting a property tax exemption to newly rehabilitated or constructed multiunit rental housing. Under that bill, the new program would sunset on January 2, 2027.

HB 2078 extends the sunset date on HB 2377 (2017) to January 2, 2033.

2. [HB 2134](#) (Chapter 115) Early Termination By Tenant

ORS 90.427(5) specifies the circumstances under which a landlord may terminate either a month-to-month tenancy or a fixed term tenancy after more than one year of occupancy. In general, the landlord must provide 90 days of notice, and cite to one of several qualifying reasons for termination.

HB 2134 provides that if, during a fixed term tenancy, the landlord proves the 90-day notice under ORS 90.427(5) that they are terminating the fixed term tenancy on or after the expiration of the fixed term, the tenant may give their own notice that they are terminating the tenancy on a date not later than 30 days after the tenant gives notice.

The notice issued by the tenant may have the effect of terminating the tenancy before the expiration of the fixed term. The bill also provides that no rent is due by the tenant after the date designated in their notice and after the tenant has actually returned possession of the premises to the landlord.

HB 2134 applies to fixed term rental agreements entered in to on or after January 1, 2026

3. [HB 3054](#) (Chapter 387) Maximum Rent Increases

HB 3054 sets maximum allowable rent increases for mobile home parks and floating home marinas. For facilities with more than 30 spaces, the bill generally limits rent increases to a maximum of six percent per year. For facilities with 30 or fewer spaces, the maximum remains at the lesser of ten percent or seven percent plus CPI.

The bill offers an exception for facilities with more than 30 units, however. If the rent increases is needed to pay for significant repair or upgrades to infrastructure, and the facility has received the written approval of 51% of tenants, the maximum increase is twelve percent.

HB 3054 took effect on September 1, 2025

4. [HB 3378](#) (Chapter 127) Habitability

HB 3378 adds to the list of requirements under ORS 90.320 to which residential landlords must comply in order to maintain a dwelling unit in a habitable condition.

Under the bill, a landlord may use a software application on a tenant's phone as one means of accessing a dwelling unit, but must offer another means of unlocking the unit that does not require a phone or other personal electronic device, such as a key fob or physical key.

HB 3378 takes effect on January 1, 2026.

5. [HB 3521](#) (Chapter 392) Deposits for Residential Tenancies

HB 3521 makes a number of changes related to a landlord's ability require a deposit on a residential dwelling unit. Under the bill, a landlord may only take a deposit to secure a rental agreement after they have approved a tenant's application for the unit, and after providing the tenant with relevant disclosures.

If the tenant and landlord then enter into a rental contract, the landlord must either apply the deposit towards monies owed under the contract, or return the deposit to the applicant immediately.

If a rental agreement is not executed due to a failure by the tenant to comply with the agreement to execute, then the landlord may retain the deposit. However, if the applicant rejects the agreement due to material defects relating to the premise's habitability, the landlord must return the deposit within five business days. Likewise, if a landlord fails to execute a rental contract after agreeing to do so, they must return any deposit within five days.

HB 3521 applies to deposits received on or after January 1, 2026.

6. [HB 3522](#) (Chapter 356) Removal of Squatters

"Squatter" is a defined term in ORS 90.100(47) as a person occupying a dwelling unit who is not entitled to do so under a rental agreement, and who is not a holdover from a previous rental agreement. Squatters are not considered tenants under Oregon law.

When a tenant needs to be evicted or otherwise removed from property it is most common for a property owner to use the forcible entry and detainer (FED) provisions of Chapter 105 to remove the person. Because squatters are not tenants, however, FED provisions have not been available. This has forced property owners to go through a more lengthy and expensive ejectment action to remove a squatter.

HB 3522 will instead allow a property owner to post a 24-hour notice to vacate a property,

HOUSING AND PROPERTY

after which an FED action will be available if the squatter remains.

HB 3522 will take effect on January 1, 2026.

7. [SB 586](#) (Chapter 291) Sale of Leased Residential Proper

Under Oregon law, a landlord may not terminate a tenancy after the first year of occupancy without cause, unless one of several qualifying reasons applies. One of those qualifying reasons is that the landlord has accepted an offer to purchase the property from a person who intends in good faith to occupy the property as their primary residence. In this situation, the landlord can terminate the tenancy by providing 90-days notice to the tenant.

SB 586 provides an additional option to the landlord, whereby the landlord may terminate the tenancy with only 60 days notice if the landlord pays to the tenant an amount equal to one month's rent, in addition to any amount the landlord already owed to the tenant.

SB 586 took effect on September 26, 2025.

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