



SENATE MAJORITY OFFICE

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Legislation to protect whistleblowers clears final vote *HB 3162 protects employees who report illegal activities in the workplace*

SALEM – A bill establishing discrimination against whistleblowers as an unlawful employment practice cleared its final legislative vote in the Senate this morning. Under HB 3162, employees who are singled out for reporting a violation of state or federal law, regulation, or rule will be able to file a complaint against their employer with either the Bureau of Labor and Industries Civil Rights Division or with a circuit court or federal district court.

“It takes courage to step up and draw attention to illegal activities in the workplace,” said Senator Diane Rosenbaum (D-Portland), who carried the bill on the floor. “Those workers need to know that they will have recourse if they are retaliated against because of their actions.”

HB 3162, introduced by Representative Judy Stiegler (D-Bend) in the House, establishes new provisions in statute that prohibit employers from discriminating or retaliating against any employee if the employee has in good faith reported something they believe is evidence of a violation of law.

“No one should be punished for taking the right action,” said Senator Jackie Dingfelder (D-Portland), a sponsor of the bill in the Senate. “This bill outlines what an Oregon worker can do to have their day in court if they feel they’ve been treated unfairly.”

Current law protects public employees from discrimination based on whistleblowing, but does not extend the same protection to private sector employees. HB 3162 will give both private and public sector workers the same level of protection.

The bill will now go to the Governor’s desk for his approval.

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