

NOTICE OF RIGHTS UNDER OREGON SENATE BILL 519

PASSED BY THE OREGON LEGISLATURE EFFECTIVE

JANUARY 1, 2010

Oregon law prohibits employers from discharging, disciplining, taking adverse action, or otherwise penalizing an employee for the reasons listed below. It similarly prohibits employers from threatening employees with discharge, discipline, penalty, or threatening to take adverse action for the reasons listed below. These prohibitions apply:

1. If an employee declines to attend or participate in an employer sponsored meeting or communication when the primary purpose of the meeting or communication is for the employer to communicate its opinion about religious or political matters;
2. If an employer engages in prohibited action as a means to require an employee to attend a meeting or participate in a communication about religious or political matters; or
3. When an employee makes a good faith oral or written report of a violation or suspected violation of this law.

An employer may require attendance at meetings that are not primarily about religious or political matters and an employer may offer meetings, forums, or may otherwise communicate about religious or political matters if attendance or participation is strictly voluntary.

An employee who believes he or she has been subjected to a violation of this law may bring a lawsuit no later than 90 days after the date of the violation. The lawsuit may be brought in the circuit court of the judicial district where the violation is alleged to have occurred or where the employer has its principal office.