

April 22, 2019

To: Chair Prozanski and Members of the Senate Committee on Judiciary  
From: Paloma Sparks, OBI  
RE: OBI Testimony in Support of HB 2589

---

**Chair Prozanski and Members of the Committee:**

Thank you for the opportunity to testify on this important issue for Oregon Business & Industry members. OBI is Oregon's most comprehensive business association representing approximately 1,600 businesses that employ nearly 330,000 people. We represent multiple sectors and serve as the state's Retail and Manufacturing Councils.

HB 2589 updates and clarifies language in Oregon's disability protection and accommodation law.

The current language in ORS 659A.118 and 659A.130 is outdated and discriminatory. The proposed change in HB 2589 does not substantively change how the law operates. I shared this bill with our members and several lawyers who practice in this area. They agreed that the change was needed and would not impact how the law operates.

From time to time Oregon law must be updated. Over the years, we have changed laws to remove language that no longer reflects Oregon views. Employers want their employees to know they are valued and respected and that is why OBI supports the intent and the language changes in HB 2589. We urge you to support the bill.

Thank you for your time and consideration.

*Contact: Paloma Sparks, OBI, [palomasparks@oregonbusinessindustry.com](mailto:palomasparks@oregonbusinessindustry.com)*