

TRAVIS NELSON
STATE REPRESENTATIVE
HOUSE DISTRICT 44
NORTH/NORTHEAST PORTLAND



HOUSE OF REPRESENTATIVES
Support for House Bill 2742

Chair Grayber, Vice-Chair Elmer, Vice-Chair Munoz and Members of the House Committee on Labor and Workplace

I am here today to express my strong support for HB 2742, which addresses critical gaps in protections and workplace accommodations for individuals with disabilities. While existing laws prohibit discrimination, many Oregonians with disabilities still face unnecessary barriers to employment and employers are still lacking in clarity and guidance in complying with laws regarding reasonable accommodation.

The goal of HB 2742 is meant to address many of these short falls by directing the Bureau of Labor and Industries (BOLI) to provide clearer guidance, reducing confusion and potential conflicts over reasonable accommodations. It also establishes low-or no-cost mediation services, making it easier for employees and employers to resolve accommodation disputes without resorting to costly legal action.

Additionally, this bill prohibits unnecessary physical job requirements, preventing outdated or arbitrary standards from excluding qualified individuals with disabilities. To further safeguard worker rights, union representation will be required in discussions regarding accommodations, ensuring fair and transparent negotiations. I was inspired to bring this bill after seeing that most discrimination claims are disability related.

Beyond the workplace, HB 2742 expands anti-discrimination protections in government services and programs, extending these safeguards to local governments as well. This means that people with disabilities will have stronger legal protections when accessing public services at every level. Finally, this legislation strengthens efforts to recruit and retain workers with disabilities by requiring state agencies and contractors to incorporate inclusive outreach and hiring strategies into their affirmative action plans.

HB 2742 is continuing the work toward creating a more equitable and inclusive Oregon for everyone. By removing unnecessary barriers, providing clearer guidance, and strengthening protections, this legislation will foster a more inclusive workforce and a fairer system for both employees and employers. I am currently working on an amendment to address some concerns with this bill and am happy to work with stakeholders to address additional concerns.

I urge your support for HB 2742.

Thank you.

A handwritten signature in cursive script that reads 'Travis Nelson'.

State Representative Travis Nelson
House District 44, North/NE Portland