



March 27, 2025

To: House Committee on Behavioral Health and Health Care

From: Emerson Hamlin, Political Organizer, Oregon Nurses Association

Re: Support for HB 3227

Chair Nosse, Vice Chairs Javadi and Nelson, and members of the committee:

My name is Emerson Hamlin, and I am submitting testimony on behalf of the Oregon Nurses Association (ONA). ONA represents a diverse community of more than 24,000 nurses and health care professionals throughout Oregon. Together, we use our collective power to advocate for a more effective, affordable and accessible health care system; better working conditions for all health care professionals; and healthier communities.

Noncompetition agreements, nondisclosure agreements, non-disparagement agreements, and non-solicitation agreements are all unfair to healthcare professionals and their patients. For healthcare professionals, these agreements limit when and/or where they can practice. In setting these requirements, employers are limiting the number of working healthcare professionals able to serve Oregonians. Already, our state has significant areas of unmet healthcare need,¹ an issue that is likely to become more pressing as our state's population continues to age.² Our communities need every healthcare worker willing to provide care; these agreements are an unnecessary impediment.

Additionally, these agreements disallow healthcare professionals from sharing serious concerns about their place of work, including speaking out about practices that directly impact patient care. As a result, they limit providers' ability to advocate for themselves and ensure that they and their patients are treated with dignity and respect.

ONA is proud to support HB 3227, which protects healthcare workers from noncompetition agreements, nondisclosure agreements, non-disparagement agreements, and non-solicitation agreements. In doing so, more providers will be able to serve their communities without limitations. Thank you for considering these comments.

¹ OHSU, *Improving the Quality, Availability And Accessibility Of Health Care For Rural Oregonians: Oregon Areas of Unmet Health Care Need Report*. (2024). https://www.ohsu.edu/sites/default/files/2024-09/AUHCN%20Report_2024%20-%20FINAL%202.pdf

² Oregon Health Authority, *Health Care Workforce Reporting Program*. (n.d.). *Oregon's Licensed Health Care Workforce Supply, 2024*. https://www.oregon.gov/oha/HPA/ANALYTICS/HealthCareWorkforceReporting/HWRP_Supply_Report_2024.pdf



Sincerely,

Emerson Hamlin