



Service Employees International Union – Oregon State Council

To: Senate Committee on Labor and Business
From: Mike Powers, SEIU Oregon State Council
RE: Support for HB 2957 A

Date: May 20, 2025

Chair Taylor, Vice-Chair Bonham, Members of the Committee:

My name is Mike Powers, and I'm here on behalf of the Service Employee International Union (SEIU) Oregon. SEIU Oregon is made up of two unions — SEIU Local 503 and SEIU Local 49. Together, we represent over 85,000 workers across Oregon, including caregivers, janitors, nonprofit employees, healthcare workers, and many others. Thank you for letting me speak today in support for HB 2957 A.

This bill is about fairness and protecting workers' rights. Right now, Oregon gives workers five years to take legal action if they've faced discrimination or harassment at work. But if a worker goes to the Bureau of Labor and Industries (BOLI) for help, after BOLI finishes its part their time to sue is cut to just 90 days. That's unfair and confusing, and well short of a full five years.

HB 2957 A fixes this issue by making sure that workers always keep their full five-year time limit, whether they use BOLI or go directly to court. No one should lose their rights just because they didn't have a lawyer, or because they tried to do the right thing by filing with BOLI.

Right now, BOLI doesn't always investigate complaints because of limited resources. In those cases, workers might get a "right-to-sue" letter, and then have only 90 days left to take action. That's often not enough time to find a lawyer, prepare a case, and file a lawsuit.

Some people argue that employers deserve a break once BOLI finishes an investigation. This bill isn't about hurting employers. It's about giving regular people a fair chance to get justice. **It doesn't change the five-year limit — it just makes sure everyone actually gets to use it.**

SEIU Oregon supports HB 2957 A because it's a simple, smart, fair, and necessary fix to give Oregon workers full access to the law. Please join SEIU Oregon in support of this bill.

Thank you for your consideration.