

HB 4069 A STAFF MEASURE SUMMARY

Carrier: Rep. Javadi

House Committee On Behavioral Health

Action Date: 02/10/26

Action: Do pass with amendments. (Printed A-Eng.)

Vote: 7-1-0-0

Yeas: 7 - Edwards, Isadore, Javadi, Mannix, Nosse, Pham H, Valderrama

Nays: 1 - Harbick

Fiscal: Fiscal impact issued

Revenue: No revenue impact

Prepared By: Brian Nieubuurt, LPRO Analyst

Meeting Dates: 2/3, 2/10

WHAT THE MEASURE DOES:

The measure requires behavioral health employers to develop and implement written safety plans that specify safety measures for lone workers and the built environment, as defined by the measure. It specifies the date by which behavioral health employers must comply with the requirements, depending on their contract status with the Oregon Health Authority.

ISSUES DISCUSSED:

- Joint Task Force on Improving the Safety of Behavioral Health Workers and House Bill 2203 (2025)
- Impact on existing safety plans
- Heightened concern about worker safety, given the state’s behavioral health workforce shortage
- Potential impact on warming and other types of emergency shelters

EFFECT OF AMENDMENT:

The amendment modifies the definition of “lone worker” and specifies that safety plans must be tailored to the employer’s specific context.

BACKGROUND:

House Bill 4002 (2024) established the [Joint Task Force on Improving the Safety of Behavioral Health Workers](#) to address concerns in the behavioral health industry about workers’ exposure to violence. The task force was directed to develop recommendations addressing employer requirements for safety plans and worker training, physical and structural security, and safe staffing levels. The task force’s [final recommendations](#) addressed four areas: written safety plans and protocols; worker rights, reporting options, and training; support for employer changes and compliance; and staffing requirements and related payments. House Bill 4069 A requires behavioral health employers to develop and implement written safety plans for lone workers and the built environment.