



Representative Lamar Wise
Oregon House District 48

HB 4093 - Workplace Disability Protections

House Labor and Workforce Development | February 2nd 2026 3:00 PM

Chair and members of the committee,

For the record, my name is Representative Lamar Wise, and I proudly support House Bill 4093.

At its core, this bill is about dignity, clarity, and fairness for Oregonians with disabilities, and for the employers and public entities that serve them.

First, HB 4093 strengthens understanding. By directing the Bureau of Labor and Industries to develop clear guidance for both employers and employees, we reduce confusion around reasonable accommodations and help prevent disputes before they arise. Compliance works best when expectations are clear and accessible.

Second, this bill reinforces fair process in the workplace. Allowing an employee to bring an authorized representative, whether that's a union representative, attorney, social worker, or disability advocate, into accommodation discussions ensures those conversations are meaningful, respectful, and informed. It does not create new obligations; it simply levels the playing field and protects confidentiality.

Third, HB 4093 addresses outdated and exclusionary practices. Prohibiting the use of minimum physical requirements that are not tied to the essential functions of a job ensures that qualified workers are not screened out based on assumptions rather than actual job needs. Ability should be measured by what the job requires, not by arbitrary standards.

Finally, the bill closes an important gap by explicitly extending nondiscrimination protections in government services, programs, and activities to local governments. This aligns Oregon law with our values and ensures that access does not depend on where someone lives.

Taken together, HB 4093 does not create new entitlements or impose unreasonable burdens. It clarifies existing law, strengthens accountability, and affirms that Oregonians with disabilities deserve equal access, to work, to services, and to opportunity.

I urge your support for House Bill 4093. Thank you for your time.