



Disability
Rights
Oregon

TO: House Committee on Labor and Workplace Standards
FROM: Jake Cornett, CEO, Disability Rights Oregon
DATE: January 30, 2026
RE: HB 4093 Support

Dear Chair Grayber, Vice-Chair Scharf, and Vice-Chair Munoz, and members of the House Committee on Labor and Workplace Standards,

My name is Jake Cornett, and I am testifying on behalf of Disability Rights Oregon in strong support of House Bill 4093.

The Center for Disease Control and Prevention estimates that there are 973,000 people with disabilities in Oregon. According to the Census Bureau, only 30% are employed.

House Bill 4093 represents a significant step in expanding employment opportunities for people with disabilities. I especially want to highlight Section 3 prohibiting the use of unnecessary physical requirements in job postings.

For 5 years, Disability Rights Oregon has tracked employers who regularly include unnecessary physical requirements in job positions. For example, a clinical research company hiring a Technical Writer required candidates have the “ability to stand, walk, stoop, kneel, crouch periodically for prolonged periods of time” AND “carry 35 pounds”. Being a writer does not require any of these abilities.

Another example is a Legal Assistant where the law firm required they “be able to stand, stoop, or crouch for long periods of time”, and the “ability to lift up to 25 pounds.” Disability Rights Oregon’s attorney’s write some long briefs for the federal courts – but they are nowhere near 25 pounds.

In addition to that project working with employers, Disability Rights Oregon has worked with several clients who were screened out of job opportunities due to unnecessary work requirements.

As an example, DRO worked with an individual employed at a grocery store who was placed on leave because their disability prevented them from fulfilling a 50-pound weight requirement. While this person rarely needs to lift 50 pounds, and can ask a colleague for assistance, when necessary, the requirement does not reflect the actual demands of their job. As a cashier, their ability to lift a specific large amount of weight does not impact their ability to perform their work.

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Disability Rights Oregon is the Protection and Advocacy System for Oregon

Such requirements can unfairly limit access to employment. Sec. 3 of HB 4093 will take a significant step forward in increasing opportunities for people with disabilities to attain and sustain their employment and we urge your support.

About Disability Rights Oregon

Since 1977 Disability Rights Oregon has been the State's Protection and Advocacy System.¹ We are authorized by Congress to protect, advocate, and enforce the rights of people with disabilities under the U.S. Constitution and Federal and State laws, investigate abuse and neglect of people with disabilities, and "pursue administrative, legal, and other appropriate remedies".² We are also mandated to "educate policymakers" on matters related to people with disabilities.³

If you have any questions regarding DRO's position on this legislation, please call Hans Bernard or email him at hans@growthconsulting.net.

¹ See ORS 192.517.

² See 42 U.S.C. § 15041 et seq; 42 U.S.C. § 10801 et seq.

³ See 42 U.S. Code § 15043(a)(2)(L).