

Submitter: Donald Ross
On Behalf Of:
Committee: House Committee On Judiciary
Measure, Appointment or Topic: HB4145
Opposition to Oregon HB 4145

I respectfully submit testimony in opposition to HB 4145.

While I recognize the intent behind HB 4145, I am deeply concerned that the bill, as written, creates substantial fiscal, operational, and equity-related problems that have not been adequately acknowledged or addressed.

First, HB 4145 would impose significant direct and indirect costs on agencies and employers without identifying sustainable funding sources. These costs include administrative compliance, policy redevelopment, training, monitoring, documentation, and enforcement. In practice, this would divert already-limited resources away from frontline services and critical public functions and toward bureaucratic oversight that does not clearly improve outcomes. For agencies already struggling with staffing shortages and high turnover, these additional costs are not theoretical—they are immediate and destabilizing.

More troubling, however, are the disparate and discriminatory impacts this bill is likely to create. Although framed as a neutral policy, HB 4145 would disproportionately harm certain groups of workers, particularly:

- employees who are single parents or primary caregivers,
- workers with disabilities or chronic medical conditions,
- employees managing health treatments or recovery,
- and workers without access to flexible or alternative childcare or transportation.

By failing to account for differing personal and medical circumstances, the bill risks embedding inequity into policy. Workers who are least able to absorb sudden schedule changes, rigid requirements, or additional burdens would bear the greatest harm—not because of performance or commitment, but because of life circumstances outside their control. In effect, HB 4145 could operate as a structural barrier to continued employment for these individuals, undermining Oregon's stated commitments to equity, inclusion, and workforce stability.

Additionally, HB 4145 appears to disregard existing legal and contractual frameworks that already provide mechanisms to address the concerns the bill seeks to remedy. Oregon law, collective bargaining agreements, and established labor-management processes already include safeguards that allow for individualized assessment,

reasonable accommodation, and mutual problem-solving. Replacing or overriding those systems with broad statutory mandates increases the risk of inconsistent application, legal conflict, grievances, and unintended discrimination.

Rather than promoting fairness, HB 4145 risks producing the opposite result: a system where policy rigidity disproportionately disadvantages vulnerable workers, increases attrition, and ultimately weakens public services.

For these reasons, I urge the Legislature to oppose HB 4145 in its current form. If the underlying issues remain a concern, I strongly encourage a more collaborative approach that includes meaningful input from frontline workers, labor representatives, and impacted agencies to develop solutions that are fiscally responsible, operationally realistic, and equitable in practice.

Thank you for the opportunity to provide testimony.