



A STRONG VOICE FOR OREGON'S WORKERS

February 3, 2026

Chair Pham, Vice-chair Javadi and Edwards and members of the committee,

Thank you for the opportunity to testify in support of HB 4069. The Oregon AFL-CIO represents over 300,000 workers across the state in every sector and is a voice for all workers in the legislative process.

HB 4069 is a continuation of the language from HB 2024, passed by the Legislature in the 2025 long session. HB 2024 was a comprehensive package of behavioral health reforms. It was developed through a robust workgroup, including providers, labor partners, and agency representatives. The workgroup was created by the passage of HB 4002, and led by Reps. Javadi and Nelson. The group focused on accountability, staffing ratios, and funding for apprenticeships and training pathways, scaled to the full continuum of behavioral health care in Oregon. The remainder of the language not included in HB 2024 is before the committee today as HB 4069.

HB 4069 requires behavioral health employers to provide comprehensive, written safety plans for each of their behavioral health facilities. The plan must be specific to each physical worksite, accessible to employees upon hire, and include a plan for lone workers. It also improves reporting timelines, and provides a more structured path for employees to report incidents, as well as a timeline for employers to respond to each report.

The goal of this legislation is to ensure that all behavioral health employees are given necessary protections to feel safe in the workplace. We believe that HB 4069 is a step in the right direction, towards safer workplaces for both employees and the clients they serve daily. Frontline workers are consistently asked to do more with less in the current budget landscape. This piece of legislation is a fiscally neutral, commonsense reform, and we hope to see more work on this in the future. Please pass HB 4069.