

To: House Committee on Behavioral Health

From: For All Families Oregon

Date: 2/3/2026

Re: Support HB 4069

Chair Pham, Vice Chairs Edwards and Javadi, and members of the committee,

For All Families Oregon (formerly Family Forward) supports HB 4069, which establishes a workgroup to help employers develop safety plans for behavioral health workers. This legislation is a crucial step toward addressing the instability of our behavioral health system and its negative impact on both workers and patients.

Oregon is struggling to meet the growing demand for mental health and addiction services due to a severe shortage of behavioral health workers, particularly in rural communities and communities of color. Experienced professionals leave the field daily due to inadequate financial compensation, exacerbating the crisis.

The behavioral health workforce in Oregon is plagued by unsustainable working conditions, driving professionals to leave the field for their own safety and well-being. Insufficient security measures and inadequate staff support expose workers to physical and emotional harm, leading to high turnover rates and recruitment challenges. As a result, the remaining staff are overburdened, burned out, and exhausted, increasing the risk of accidents. This precarious situation undermines the very industry responsible for supporting the physical, mental, and emotional well-being of Oregonians, highlighting the urgent need for systemic change.

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 process for employees to report incidents, along with a timeline for employers to respond to each report.

For All Families Oregon wholeheartedly supports HB 4069, recognizing that safe working conditions are paramount for a robust and resilient behavioral health



workforce. We acknowledge the systemic shortcomings in our current system, which disproportionately affect rural areas and communities of color. By prioritizing the well-being and support of these essential workers, we can begin to bridge gaps in care and address persistent disparities that affect our most vulnerable populations.

We urge you to vote YES on HB 4069 to make substantial investments towards diversifying and strengthening our behavioral health workforce.

Thank you for your consideration.

Jelina Biniam

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