



Oregon School Employees Association

www.osea.org

State Office: 4735 Liberty Road S, Salem, OR 97302-5036 P: 800-

Chair Grayber, Vice-Chairs Munoz and Scharf, and members of the committee, thank you for the opportunity to testify. My name is Miles Larson and I'm here on behalf of the Oregon School Employees Association (OSEA), representing 25,000 classified school employees across Oregon. We strongly support HB 4093.

OSEA members keep our schools running: instructional assistants, bus drivers, custodians, food service workers, office staff, and many more. These are physically demanding and high-contact jobs, and when a worker needs a reasonable accommodation, the process can be confusing, intimidating, and inconsistently handled across districts. HB 4093 helps by directing the Oregon Bureau of Labor and Industries to create guidance and informational materials so employers understand their obligations and employees understand their rights. That kind of clear, statewide guidance will reduce friction and help resolve accommodation issues early.

HB 4093 also makes a critical, common-sense change: it **prohibits an employer from denying an employee's request to have an authorized representative present** in discussions about reasonable accommodation.

For our members, that can mean having their union representative at the table, as well as a legal representative, social worker, or disability advocate, with confidentiality protections built in. This is about dignity, clarity, and making sure workers can participate fully in a process that directly affects their ability to keep working.

Finally, HB 4093 prevents employers from using **minimum physical requirements in job postings to screen out people with disabilities** unless those requirements are connected to the essential functions of the job, as well as extending protections in government services to explicitly include local governments, including school districts.

For all these reasons, we urge your support for HB 4093.

Thank you for your time,

Miles Larson

OSEA Government Relations