



TO: Chair Grayber, House Committee on Labor and Business
FROM: Madison Walters, United Food and Commercial Workers Local 555
DATE: February 2nd, 2026

SUPPORT FOR HB 4093

Chair Grayber, Vice Chair Elmer, Vice Chair Muñoz, and members of the committee,

Thank you for the opportunity to submit written testimony in support of HB 4093. My name is Madison Walters, and I am a political liaison and member of United Food and Commercial Workers Local 555, which represents tens of thousands of workers in grocery, retail, manufacturing, and healthcare. We take pride in acting as a strong collective voice for working people, and we write in strong support of HB 4093, the Workplace Disability Protection Act.

Compared to other states, Oregon ranks in the middle for people with disabilities who are employed. This still leaves Oregonians with disabilities disproportionately unemployed, poor, and with few options. Additionally, employees with disabilities are still being discriminated against, not receiving accommodation, or are losing their employment because of their disability. HB 4093 addresses four ways that Oregon can improve working conditions for people with disabilities to increase participation in the workforce:

- 1) Informational Resources about Reasonable Accommodations: BOLI shall create guidance and informational materials on the bureau's website to assist employers in complying with reasonable accommodation AND employees in understanding the rights and protections.
- 2) Physical Requirements in Job Applications: Employers cannot use minimum physical requirements in a job posting to screen out individuals with disabilities without connecting the physical requirements to the essential functions of the job.
- 3) Assistance in Reasonable Accommodation Meetings: An employer must allow an employee to have an authorized representative accompany them in any discussion concerning reasonable accommodation. The authorized representative must keep the employee's personal health information confidential. An "authorized representative" includes: The employee's collective bargaining representative, the

employee's authorized legal representative, the social worker assigned to the employee, or an organization or individual who advocates for people with disabilities.

4) Adding Local Governments to Unlawful Discrimination Statutes: It is an unlawful practice for state or local government to exclude an individual from participation in or deny an individual the benefits of the services, programs or activities of state or local government or to make any distinction, discrimination or restriction because the individual has a disability.

These are all needed changes to strengthen and protect the rights of individuals with disabilities, but we'd like to particularly highlight point 3: assistance in reasonable accommodation meetings. As a labor union, we believe that advocacy on behalf of employees by an authorized representative is critical in defending and preserving an employee's rights in the workplace. Having a qualified representative in meetings of accommodation, discipline, grievance allows such meetings between employer and employee to be enacted on equal ground, with a witness who understands the history and context of prior interactions and can intervene and advocate on behalf of an employee when necessary. Additionally, depending on the scope of accommodations needed, an authorized representative can collaborate with employers and the affected employee to develop a plan that is well-informed and best serves both parties.

We hold it as a critical right that a worker has representation in their workplace, and we are grateful to Representative Nelson and the sponsors of this bill for strengthening that right for Oregon workers with disabilities. We strongly support this bill, and urge your "aye" vote.

Thank you,

Madison Walters

Political Liaison
United Food and Commercial Workers Local 555



UNITED FOOD & COMMERCIAL WORKERS LOCAL 555

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