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On Behalf Of: Disability Health Employment Equity OSCRC OCL
Committee: House Committee On Labor and Workforce Development
Measure, Appointment or Topic: HB4093

Testimony

HB 4093, Support and Accessibility for Workers with Disabilities

House Labor and Workforce Development Committee

February 2, 2026

I'm Dr. Jim Davis, a retired gerontologist, psychologist and professor, representing the Oregon Disability Health and Employment Equity Coalition, Oregon Disability Equity, Oregon State Council for Retired Citizens and the Oregon Consumer League Action Fund.

We are here to express our strong support of HB 4093, which will make important changes in Oregon statutes to support Oregon workers with disabilities, including: creation of BOLI materials on reasonable accommodations; restriction on use of unreasonable minimum physical requirements in job descriptions; provision for an authorized representative at reasonable accommodations meetings with an employer; and the inclusion of local government in unlawful discrimination statutes.

In my decades of advocating for Oregonians with disabilities, those that are employed face a myriad of discrimination and denial of reasonable accommodations in the workplace, often dealing with hurdles and barriers that are unreasonable and unfair. This has helped contribute to less than 30 percent of people with disabilities being employed. HB 4093 rectifies some significant challenges for workers with disabilities, which will in turn provide greater opportunities for employment.

BOLI Materials. The requirement for additional BOLI materials will be most helpful in providing guidance and useful information for employers regarding compliance with reasonable accommodation provisions. Both the employers and the employees with disabilities benefit from creating a greater understanding of disability accommodations in the workplace.

Authorized Representative. It is critical for workers with disabilities to have appropriate representation and support in important employer-based meetings on reasonable accommodations, whether it be a union rep, case worker, or disability advocate. This will help ensure that workers with disabilities are treated fairly and respectfully, are adequately and clearly informed on accommodation issues, don't feel intimidated by what can often be difficult and complex accommodation issues, and receive an employer response that is in the best interest of the disabled worker.

Unnecessary Physical Requirements. HB 4093 addresses employers who create unnecessary physical requirements that do not reflect actual job responsibilities. This is discrimination and a way to unfairly screen workers with disabilities out of jobs that might actually be a good fit in terms of their abilities to perform the work.

Local Governments. We support adding local government to the prohibition against discrimination in government services, programs and activities. Although many local governments are in compliance anyway, it is good to create more uniformity by involving all levels of government in these discrimination statutes.

HB 4093 will help remove unfair and unnecessary hurdles and challenges for workers with disabilities and provide them with better and more reasonable accommodations. This will enable people with disabilities to find work that meets their skill and knowledge levels; where they can make an impact in their chosen profession, with a career path that offers appropriate pay and opportunities for advancement.

We urge your support for HB 4093.