

WORKPLACE DISABILITY PROTECTIONS: HB 4093-1

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House District 44, North and NE Portland

Problem:

Compared to other states, Oregon ranks in the middle for people with disabilities who are employed according to [a 2023 study](#) by the Center for Research on Disabilities. Employees with disabilities are still being discriminated against, not receiving accommodation or are losing their employment because of their disability. The federal government will be adding work requirements for certain benefits which will lead to more people with disabilities needing workplace accommodations.

Solution:

House Bill 4093 as amended will address four ways that Oregon can improve working conditions for people with disabilities and 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 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 bring a support person to discussions about reasonable accommodations, as long as the support person does not disrupt the meeting and agrees to confidentiality requirements. The employer may require the support person to sign a written confidentiality agreement to protect the employee's personal health information, unless the employee consents to its disclosure.

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 to make any distinction, discrimination or restriction because the individual has a disability.



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