



February 5, 2026

Chair Kropf, Vice-Chairs Chotzen and Wallan, and Members of the Committee,

Thank you for the opportunity to provide testimony in support of HB 4111 to strengthen Immigrant Anti-Discrimination Protections.

My name is Alberto Gallegos, and I am providing testimony on behalf of SEIU Oregon, which is composed of two locals: Local 503 and Local 49. Together, we represent over 85,000 workers in Oregon and SW Washington who serve as janitors, security officers, maintenance and custodial workers, healthcare and homecare workers, and public employees at agencies such as ODOT, DHS, and BOLI. Our members—many who are immigrants or come from mixed-status families—clean, protect, and maintain your buildings; care for seniors and people with disabilities; and provide critical public services that keep Oregon running.

Across Oregon, immigrant communities are experiencing heightened fear due to aggressive federal immigration enforcement and discrimination tied to immigration status. No worker or family should have to fear that going to work, accessing the justice system, seeking healthcare, or completing everyday tasks could result in detention, retaliation, or family separation. This culture of fear harms workers, destabilizes families, and weakens the public services and economic stability that all Oregonians depend on.

HB 4111 provides three important and practical protections:

- First, it ensures fairness in civil court by limiting the use of immigration status as evidence unless it is essential to proving a claim. Workers and families should be able to seek justice without fear that their immigration status will be used against them.
- Second, it protects workers from employer retaliation when they lawfully update work authorization documentation, such as moving from DACA or permanent residency to citizenship. Workers should never be penalized for maintaining or improving their lawful work authorization.
- Third, it strengthens Oregon’s anti-profiling laws by adding immigration status and perceived immigration status to existing protections. No one should be targeted by law enforcement or other officials based on assumptions about where they were born or their immigration history.

Immigrant workers are vital to Oregon’s workforce and public service infrastructure. Protecting immigrant workers from discrimination helps ensure workforce stability, strengthens public safety, and supports Oregon’s economy.



Service Employees International Union – Oregon State Council

SEIU Oregon believes in building a just society where all workers are valued, all people are respected regardless of immigration status, all families and communities can thrive, and where we leave a more equitable world for generations to come. To that end, we strongly support this bill as part of the 2026 Immigrant Justice Package.

We urge this committee to pass HB 4111.

Thank you,

Alberto Gallegos
Political and Government Relations Organizer
SEIU Oregon State Council