



Chair Kropf, Vice Chairs Chotzen and Wallan and members of the committee,

My name is Brooke Hill, and I am submitting testimony today on behalf of Oregon AFSCME. We are a labor union of around 40,000 members advocating for workers and their families in the public and private sectors. Thank you for the opportunity to submit comment today. We strongly encourage your support of HB 4111 to address discrimination that far too many Oregonians are experiencing at work, in the courts, and on the street.

This policy is about living our values. Oregon is a state where everyone should be able to move freely around in their communities without fear. For too many Oregonians, that constant fear is the reality of the moment we are living in. This culture of fear has measurable, negative consequences on people's day-to-day lives. And that's why we're urging the Legislature to fight the overreach coming from the federal government, and to quell that fear as much as possible: HB 4111 brings three tangible solutions to move the dial to address parts of this culture of fear in Oregon. The proposed measure does three things:

1. Makes immigration status inadmissible in civil court (with limited exceptions).
2. Ensures that when a worker has a lawful change in work authorization documents, they cannot be retaliated against for updating those documents with their employer.
3. Adds immigration status and perceived immigration status to Oregon's anti-profiling statute.

Immigrant Oregonians should be able to seek justice, update their workplace documents and not be profiled simply because they come from an immigrant family. All Oregonians should be able to live and thrive in our state, regardless of where we were born or when we arrived in Oregon.

HB 4111 also builds on Oregon's anti-profiling law to add immigration status and perceived immigration status –in addition to race, ethnicity and national origin – to our profiling statute. This addition aims to bring crystal clarity to the rights that Oregonians who may be perceived as an immigrant have when interacting with state and local law enforcement. This part of HB 4111 sends an important message to our communities in Oregon and beyond that profiling of any kind will not be tolerated here.

HB 4111 draws from laws that are already working in a number of other states and localities. California clarified workplace retaliation for personal information updates in 2014. Washington and several other states have made immigration status



inadmissible in court. New York City was the first to add immigration status to their profiling law and Oregon should be the first state to set an example nation-wide.

It's critical that Oregon take the opportunity of the short-session to do everything in our power to make it so that all Oregonians can go to work, access justice in the courts and live their daily lives without crippling fear. Oregon AFSCME urges your support of HB 4111, and the Immigrant Justice Package, to help immigrant Oregonians.

Sincerely,

Brooke Hill (she/her)

AFSCME Political Team

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