



February 4, 2026

Good morning Chair Nosse, Vice-chairs Nelson, Diehl, and members of the committee,

My name is Odalis Aguilar Aguilar and I'm writing on behalf of Oregon AFSCME to oppose HB 4074. Our union represents over 42,000 workers across the state of which over 10,000 workers work at the hospitals and care settings across the state who perform essential work in patient care, administration, food services, facilities, research and academic support.

In 2023, Oregon AFSCME along with other labor advocates and stakeholders advocated alongside for passage of HB 2697. This bill was carefully crafted to ensure we were both keeping health care professionals safe and had high quality patient outcomes during the process. HB 4074 is a dangerous undoing of the progress we have made to care for patients in Oregon more safely— This concept would return us to a pre-2697 system.

HB 4074 proposes to allow hospitals off the hook in their responsibility to the community and their employees. It would allow hospitals to self-attest that they complied with the staffing law. It would narrow whom the hospital must inform when a deviation from a staffing plan occurs. The bill caps fines, eliminates penalties for failing to adopt staffing plans, takes away agency authority to suspend/ revoke the licenses of hospitals that are in violation, and contains delays in enforcement out to 2030. Currently, hospitals across the state are still going through their implementation processes. We are only a few years into the implementation date and by going back on parts of or HB 2697 as a whole with little data since implementation is irresponsible.

The changes proposed will result in increased risk of worker and patient safety. Time and time again you've heard from your own constituents and health care professionals the high turnover rates and burnout that exists. These policies were put in place to ensure workload is manageable and it should stay that way. We urge this committee to not move HB 4074 and instead invest time in engaging with meaningful conversations during a later time to address concerns by proponents.