



February 25, 2026
Senate Committee on Judiciary
Oregon State Legislature
900 Court St. NE
Salem, OR 97301

RE: Testimony in Support of HB 4111-A

Dear Chair Prozanski, Vice-Tatcher, and members of the committee,

My name is Jessica Maravilla and I submit this testimony on behalf of the American Civil Liberties Union of Oregon (ACLU of Oregon). The ACLU of Oregon is a nonprofit, nonpartisan organization dedicated to preserving and enhancing civil rights and civil liberties, with more than 50,000 members and donor supporters statewide.

ACLU of OR respectfully urges your support for HB 4111-A, which provides critical anti-discrimination protections for immigrant Oregonians by addressing intimidation in civil courts, preventing employment retaliation related to lawful work authorization updates, and strengthening Oregon’s anti-profiling statute to include immigration status and perceived immigration status.

HB 4111 responds to a culture of fear that is shaping daily life for many immigrant families in Oregon. This fear is not abstract or hypothetical. It is the direct result of the Trump administration’s renewed mass cruel immigration agenda, which has relied on sweeping enforcement actions, aggressive workplace raids, the expansion of immigration surveillance, and the deliberate targeting of mixed-status families to maximize fear and deterrence. These policies have had a chilling effect far beyond those directly targeted, causing immigrant Oregonians to avoid courts, workplaces, schools, hospitals, and other public systems out of fear that routine interactions could trigger life-altering consequences.

No one should fear that going to work, accessing the courts, or simply moving through their community could result in retaliation, profiling, or permanent family separation. Yet immigrant communities are increasingly avoiding public systems and legal protections because of fear that engaging with institutions may expose them to harm. This fear undermines public trust, weakens our economy, and restricts access to justice—outcomes that are fundamentally at odds with Oregon’s values and constitutional commitments.¹

Immigrants are essential to Oregon’s economy and communities. One in eight workers in Oregon is an immigrant, and immigrant workers were disproportionately represented in essential sectors during the COVID-19 pandemic.² Without immigrant labor, Oregon’s economy—from agriculture and construction to caregiving and health care—would not function as it does today. Immigrants are also foundational to our health care system. Nationally, immigrants comprise more than 18 percent of the U.S. health care workforce,

¹American Civil Liberties Union, *Immigrants’ Rights Are Civil Rights*, <https://www.aclu.org/issues/immigrants-rights>

² Oregon Center for Public Policy, *Workers Lose Hundreds of Millions Annually to Wage Theft in Oregon*, <https://www.ocpp.org>



including approximately one quarter of physicians and surgeons and nearly 40 percent of home health aides.³ Protecting immigrant workers from discrimination serves not only civil rights values, but also Oregon's economic stability and public health interests.

The first protection in HB 4111 addresses the use of immigration status as a tool of intimidation in civil court. Under current practice, immigration status is frequently raised in civil cases—such as wage theft, discrimination, family law, and personal injury matters—despite being irrelevant to the legal claims at issue. The introduction of immigration status in these contexts can chill participation, pressure individuals into abandoning valid claims, and distort the fairness of proceedings. **HB 4111-A ensures that immigration status is inadmissible in civil cases unless it is essential to prove a claim, preserving due process and the integrity of Oregon's courts.**

The stakes are especially clear in wage theft cases. **According to the Oregon Center for Public Policy, workers in Oregon lose an estimated \$283 million to \$405 million each year due to minimum wage violations alone.**² These figures do not capture the many workers who never come forward because of fear related to retaliation or exposure. When workers take the courageous step of seeking justice, Oregon has an obligation to ensure they can pursue their claims without irrelevant and prejudicial information being entered into the legal record.

HB 4111 also protects workers from retaliation when they lawfully update work authorization documents. Workers who transition from one lawful status to another—such as from DACA or lawful permanent residence to U.S. citizenship—should not face termination, demotion, or punishment for complying with the law. This provision ensures that workers can follow legal requirements without fear of losing their livelihoods, while leaving existing work authorization laws fully intact.

Finally, HB 4111 strengthens Oregon's anti-profiling statute by explicitly adding immigration status and perceived immigration status, alongside race, ethnicity, and national origin. Profiling based on perceived immigration status erodes trust in public institutions, discourages engagement with public systems, and disproportionately harms communities of color. Clarifying these protections provides guidance to law enforcement and sends a clear message that discriminatory profiling has no place in Oregon.

At a time of heightened fear and uncertainty, Oregon must use every tool available to ensure that all people can go to work, access the courts, and live their daily lives without discrimination or intimidation. HB 4111 is a thoughtful, necessary, and timely step forward. **The ACLU of Oregon strongly urges your support for HB 4111-A.**

Respectfully,
Jessica Maravilla, Policy Director
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³ Migration Policy Institute, *Immigrant Health-Care Workers in the United States*, <https://www.migrationpolicy.org/article/immigrant-health-care-workers-united-states>