

## HB 2422 -1 STAFF MEASURE SUMMARY

### House Committee On Rules

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**Prepared By:** Melissa Leoni, LPRO Analyst

**Sub-Referral To:** Joint Committee On Ways and Means

**Meeting Dates:** 3/28

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#### WHAT THE MEASURE DOES:

Directs Legislative Administrator to pay costs of member of Legislative Assembly, who is afforded rights and protections as person with disabilities under specified federal and state law, for reasonable accommodations to enable member to perform duties. Includes costs incurred for accessible transportation, necessary staff, assistive technology, and housing accessibility. Requires Legislative Administration Committee (LAC) to adopt interactive process to determine reasonable accommodations entitled to payment. Appropriates General Fund moneys for LAC to fund payments. Declares emergency, effective July 1, 2023.

#### ISSUES DISCUSSED:

##### EFFECT OF AMENDMENT:

-1 Clarifies that costs incurred for transportation and housing are costs associated with accommodating a disability and only in excess of amounts that would typically be incurred by a member who is not afforded rights and protections as a person with disabilities.

##### BACKGROUND:

The Americans with Disabilities Act (ADA) is a federal civil rights law that prohibits discrimination against people with disabilities in everyday activities. The ADA guarantees that people with disabilities have the same opportunities as everyone else to enjoy employment opportunities, purchase goods and services, and participate in state and local government programs.

ORS chapter 659A declares it the "public policy of Oregon to guarantee individuals the fullest possible participation in the social and economic life of the state, to engage in remunerative employment, to use and enjoy places of public accommodation, resort or amusement, to participate in and receive the benefits of the services, programs and activities of state government and to secure housing accommodations of their choice, without discrimination on the basis of disability." Under ORS 659A.104, an individual has a disability if:

- The individual has a physical or mental impairment that substantially limits one or more major life activities of the individual.
- The individual has a record of having a physical or mental impairment that substantially limits one or more major life activities of the individual.
- The individual is regarded as having a physical or mental impairment that substantially limits one or more major life activities of the individual.

House Bill 2422 directs the Legislative Administrator to pay the costs of reasonable accommodation of a member of the Legislative Assembly, who is afforded rights and protections as a person with disabilities under specified federal and state law, to enable the member to perform their duties as a member of the Legislative Assembly, including costs incurred for accessible transportation, necessary staff, assistive technology, and housing accessibility.