



Service Employees International Union – Oregon State Council

February 10, 2025

Chair Grayber, Vice Chairs Elmer and Muñoz, and Members of the Committee,

Thank you for the opportunity to provide written testimony in **support of HB 2957**.

My name is Alberto Gallegos and I am providing written testimony on behalf of the Service Employees International Union (SEIU), Oregon. SEIU Oregon is composed of two locals: SEIU Local 503, representing homecare workers, nonprofit employees, in-home childcare providers, nursing home workers, and public sector employees; and SEIU Local 49, representing janitors, property service workers, light manufacturing employees, and healthcare workers. Together, we represent over 85,000 working people.

The goal of HB 2957 is to fix an inconsistency in the current law regarding the statute of limitations to file workplace discrimination and harassment claims. Right now, workers have a five-year statute of limitations to file these kinds of claims. However, if a worker turns to the Bureau of Labor and Industries (BOLI) for help—whether for sexual harassment, racial discrimination, or any other form of workplace injustice—their time to take legal action is unfairly slashed to just 90 days after BOLI issues a finding, regardless of how much time would have been left in the 5 years. This arbitrary and unjust discrepancy creates an unfair disadvantage for workers, discouraging them from seeking support and making it harder to hold employers accountable.

HB 2957 is a common-sense solution that protects workers' rights, holds employers accountable, and ensures that every worker has the time they need to seek justice. **It ensures that all workers, regardless of whether they go through BOLI or pursue independent legal action, retain the full five-year statute of limitations.** No worker should be punished with a shorter timeline simply for seeking help.

SEIU Oregon urges this committee to pass HB 2957.

Thank you,

Alberto Gallegos
Political and Government Relations Organizer
SEIU Oregon State Council