

February 12, 2025

AGC Testimony Re: HB 2957

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

Associated General Contractors – Oregon Columbia Chapter represents a broad cross-section of the commercial construction industry, including open shop and union, rural and metro, highway and building contractors. Most of our members are small, homegrown businesses, working throughout Oregon.

We find several provisions in this bill problematic. First, we are concerned with the creation of a new unlawful employment practice. Given the myriad of changes to employment law that occur each session, it is extremely difficult for employers, particularly small employers, to keep up with all new requirements. Opening up these employers to this proposed unlawful employment practice is particularly unreasonable, when it requires the employer to know exactly what BOLI has enforcement authority over before entering into an agreement with their employee.

We are also concerned with the removal of the required 90 day notice to sue from BOLI. This timeframe allows employers to know that a lawsuit may be imminent, and allows the employer to prepare. However, without this notice from BOLI, employers are left with uncertainty for what could end up being years. Trying to be continuously prepared for potential litigation for years is difficult for businesses, particularly small businesses, that thrive with certainty. We request that this bill not be moved forward, so that there is continued certainty for employers as they navigate complaints and litigation.

Thank you for the opportunity to provide testimony.

Sincerely,

Kirsten Adams
Director and Counsel – Policy and Public Affairs
Associated General Contractors, Oregon-Columbia Chapter

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