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March 5, 2025

Matt Serres, Policy Director  
Oregon Council on Developmental Disabilities  
2475 SE Ladd Ave #231  
Portland, OR 97214

RE: Testimony on House Bill 2742 (Neutral)

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

The Oregon Council on Developmental Disabilities (OCDD) works to create change so that people with intellectual and developmental disabilities (IDD) can live full lives as valued members of their communities. Everyone deserves the chance to work in integrated job settings that pay equal wages for similar work. Ensuring equal opportunity to work in such integrated settings for people with disabilities often means removing unnecessary barriers to employment so that they can thrive alongside their peers.

House Bill 2742 effectively removes barriers to employment for people with IDD in several ways:

- Assisting with guidance, information, and mediation concerning reasonable accommodation.
- Requiring employers to permit a person with a disability to have a union representative with them when discussing reasonable accommodations.
- Prohibiting the use of minimum physical requirements with no bearing on the job used to deny applicants with disabilities or chill them from applying.
- Furthering workforce equity for persons with disabilities in relation to public improvement projects.



A reasonable accommodation is a change to a rule, policy, or practice that is necessary to ensure that a person with a disability has equal opportunity to employment. These accommodations remove obstacles that might prevent a qualified employee or job applicant with a disability from performing their job or enjoying the same benefits and privileges as employees without disabilities. Reasonable accommodations that may benefit a person with IDD include:

- Modifying work schedules to allow more flexible scheduling
- Providing assistive technology such as adaptive keyboards or other devices
- Physical changes to the workplace such as installing ramps for a wheelchair
- Modifying job tasks to focus on essential functions
- Providing additional training and support

Employers are required by laws such as Title I of the Americans with Disabilities Act to provide reasonable accommodation unless doing so would cause an undue hardship. Yet, despite the legal requirements and the benefits of inclusive workplaces, many employers lack a clear understanding of how to effectively implement the reasonable accommodation process.

HB 2742 will have a positive impact on people with IDD because it ensures that employers are equipped to make informed decisions in response to the reasonable accommodation process that comply with the law and foster a more inclusive and supportive workplace. Guidance and mediation from BOLI will help ensure that reasonable accommodations are provided in a timely manner to minimize unlawful discriminatory practices.

Of equal importance is the prohibition of physical requirements that have a disparate impact on people with IDD with no actual connection to the essential functions of the job. Requirements like “lifting 40 lbs” or “having a driver’s license” have no place in job descriptions unless such physical requirements are necessary to complete the work. These requirements are used intentionally as a pretext to deny employment opportunities based on disability or discourage individuals with disabilities from submitting an application. HB 2742 will promote more meaningful and inclusive lives for those with IDD.