



Chair Taylor, Vice-Chair Bonham, and Members of the Senate Committee on Labor and Business:

My name is Cynthia Branger Muñoz, and I am a Public Affairs Consultant with the Oregon Education Association (OEA), which proudly represents more than 41,000 educators and education service professionals across the state. Our members include teachers, education support professionals, specialists, and community college faculty and staff—individuals who are deeply committed to helping Oregon’s students thrive.

OEA strongly supports SB 1119 and the -1 amendment, which together create clear and essential protections against unfair immigration-related practices in the workplace. This legislation is especially important for immigrant workers, including DACA recipients and members of mixed-status families, who contribute to our schools and communities every day and deserve to do so without fear of intimidation or retaliation.

The -1 amendment strengthens this bill by focusing on targeted retaliatory behaviors—such as threats to contact immigration authorities when an employee asserts their legal rights. These are not routine employment actions; they are coercive tactics that undermine workplace trust and safety. By explicitly identifying and prohibiting these practices, SB 1119 promotes a climate of accountability and clarity that benefits all parties.

In this uncertain national landscape, where federal immigration policies continue to shift and long-term protections remain unresolved, Oregon has the opportunity—and responsibility—to provide a clear path forward for the workers and employers who call this state home. SB 1119 offers reassurance to workers who are navigating complexity, and certainty to employers who rely on a consistent and committed workforce.

Immigrants are integral to Oregon’s economy—not only through their labor but through their contributions as taxpayers and community members. Many of the individuals affected by this bill pay into our tax systems at the local, state, and federal levels, supporting the very services that sustain our schools, infrastructure, and public institutions. They deserve the same baseline protections as any other worker in Oregon.

At a time when other states are beginning to feel the economic pressure of losing segments of their workforce—often as a result of hostile or unclear labor policies—Oregon stands apart. Our thoughtful and inclusive approach to workplace protections has helped keep our workforce more stable, resilient, and engaged. SB 1119 is a continuation of that forward-thinking leadership. It reinforces our state’s values while ensuring that workers and employers alike can depend on clear expectations and consistent protections.



It's important to recognize that this bill does not impose new burdens on employers who already operate in good faith. Employers who treat their employees lawfully and refrain from retaliatory actions will see no disruption. What this legislation offers is clarity, accountability, and alignment with Oregon's long-standing commitment to treating workers with dignity and respect.

We know that when workers are protected, our institutions function better. When every individual can contribute without fear, our communities are stronger. And when employers have the tools to support a stable workforce, our entire economy benefits.

SB 1119 helps Oregon continue to lead with integrity, stability, and compassion—values that are more essential now than ever before. We urge your full support.

Thank you for your time and for your continued leadership on behalf of all working Oregonians.