

Memorandum

PREPARED FOR: Senate Interim Committee on Rules
and Executive Appointments

DATE: September 12, 2025

BY: Leslie Porter, Legislative Analyst

RE: Legislative Review of Executive Appointments



LPRO
LEGISLATIVE POLICY
AND RESEARCH OFFICE

WORKERS' COMPENSATION BOARD

The Governor has appointed the following individuals to the Workers' Compensation Board, subject to Senate confirmation.¹ *These are paid and full-time positions.*

New Appointees

Katherine Caldwell of Portland

Melissa Douglas of Lake Oswego

Terms

October 1, 2025 – September 30, 2029

Appointment/Confirmation Authority

[ORS 656.712 \(2023\)](#)

Statement of Economic Interest²

Required.

Composition³

The committee consists of five members, with no more than three belonging to the same political party, including

- at least two with a background and understanding of the concerns of employers (**CALDWELL (D)**, **DOUGLAS (D)**);
- at least two with a background and understanding of the concerns of employees (CEJA (N/A), OUSEY (D)); and
- one representing the public interests, who serves as the chair (DOUGHERTY (N/A)).

All board members must impartially apply the law in each case and may not represent any special interest. None may hold any other office or position of profit or pursue any other business or vocation or serve on or under any committee of any political party.

Before undertaking their duties, each member affirms and executes a bond payable to the state conditioned on the faithful discharge of the duties of the office.

¹ [Or. Const. art. III sect. 4](#), [ORS 171.562](#) and [171.565 \(2023\)](#).

² [ORS 244.050 \(2023\)](#).

³ [ORS 656.712 \(2023\)](#); [ORS 182.100 \(2023\)](#) for affirmative action policy; [ORS 236.115 \(2023\)](#) for diversity criteria.

Appointees serve four-year terms and hold office until a successor is confirmed. They may be removed for inefficiency, neglect of duty, or malfeasance in office after receiving a copy of the charges and an opportunity for hearing. A majority constitutes a quorum.

Duties⁴

The board provides timely and impartial resolution of disputes arising under the Oregon Workers' Compensation Law and the Oregon Safe Employment Act. The chair supervises and manages the board and the Hearings Division, in which administrative law judges (ALJs) conduct contested case hearings and provide alternative dispute resolution. The board's duties include

- reviewing and approving or denying claim disposition agreements;
- receiving and referring requests for hearings to ALJs;
- adjudicating appeals of ALJ orders; and
- consulting with the chair concerning administration of the Hearings Division.

⁴ [ORS 656.206 to 656.740 \(2023\)](#).



Workers' Compensation Board

Agency: **Consumer & Business Services, Department of**

Authorization: **ORS 656.712**

Min Members: **0** Max Members: **5**

Term Length: **4** Term Limit: **None**

Senate Confirmation Required?: **Yes**

Policy Area: **Labor/Trades**

Board Admin: **Jordan Schueller**

Address:

2601 25th Street SE, Suite 150

Salem, OR 97302

503-934-0123

jordan.r.schueller@wcb.oregon.gov

Current Appointments

Dougherty, Joy

Term(s): **10/5/2023 - 10/4/2027**

Public Member; Not a member of party

Position Number: **1**

Caldwell, Katherine

Term(s): **10/1/2025 - 9/30/2029**

Employer Rep; Democrat

Position Number: **2**

Mr Ceja, Moises R

Term(s): **5/14/2025 - 5/13/2029**

Employee Rep; Unaffiliated

5/14/2021 - 5/13/2025

Position Number: **3**

Douglas, Melissa

Term(s): **10/1/2025 - 9/30/2029**

Employer Rep; Democrat

Position Number: **4**

Mr Ousey, Roger W

Term(s): **5/3/2025 - 5/2/2029**

Employee Rep; Democrat

5/3/2021 - 5/2/2025

Position Number: **5**

5/3/2017 - 5/2/2021

Vacant Positions