

HB 4069 -1 STAFF MEASURE SUMMARY

House Committee On Behavioral Health

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Meeting Dates: 2/3, 2/10

WHAT THE MEASURE DOES:

The measure requires behavioral health employers to develop and implement a written safety plan, specifying plans for the safety of lone workers and the built environment, as defined by the measure. It specifies the date by which behavioral health employers must comply with the requirements based on contract status with the Oregon Health Authority.

ISSUES DISCUSSED:

- Joint Task Force on Improving the Safety of Behavioral Health Workers and House Bill 2203 (2025)
- Impact on already existing safety plans
- Heightened concern about worker safety with state's behavioral health workforce shortage
- Potential impact on warming and other types of emergency shelters

EFFECT OF AMENDMENT:

-1 Modifies the definition of "lone worker" and behavioral health employers' responsibilities regarding safety plan implementation, including adding requirements that plans be tailored to employers' specific context and be accessible to all staff.

Fiscal impact: *Fiscal impact issued*

Revenue impact: *No revenue impact*

BACKGROUND:

House Bill 4002 (2024) established the [Joint Task Force on Improving the Safety of Behavioral Health Workers](#) (Task Force) to address concerns in the behavioral health industry about workers' exposure to violence. The Task Force was directed to develop recommendations addressing employer requirements for safety plans and worker training, physical and structural security, as well as safe staffing levels. The Task Force's [final recommendations](#) addressed four areas: written safety plans and protocols; worker rights, reporting options, and trainings; support for employer changes and compliance; and staffing requirements and related payments.

House Bill 4069 requires behavioral health employers to develop and implement written safety plans for lone workers and the built environment.