



Legislative Fiscal Office
83rd Oregon Legislative Assembly
2026 Regular Session

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Bill Title: Relating to protections for persons with disabilities.

Government Unit(s) Affected: Employment Relations Board, Department of Administrative Services, Legislative Administration, Judicial Department, Bureau of Labor and Industries, Special Districts, Counties, Cities, School Districts

Summary of Fiscal Impact:

2025-27 Biennium	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds	Positions	FTE
Bureau of Labor and Industries	\$ 48,206	\$ -	\$ -	\$ -	\$ 48,206	1	0.19
Total Fiscal Impact	\$ 48,206	\$ -	\$ -	\$ -	\$ 48,206	1	0.19
2027-29 Biennium	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds	Positions	FTE
Bureau of Labor and Industries	\$ 180,279	\$ -	\$ -	\$ -	\$ 180,279	1	0.75
Total Fiscal Impact	\$ 180,279	\$ -	\$ -	\$ -	\$ 180,279	1	0.75

Measure Description

This measure requires the Bureau of Labor and Industries (BOLI) to create guidance and informational materials related to reasonable accommodation provisions of ORS 659A.112, 659A.118, and 659A.121, in order to help employees understand their rights and protections provided under those sections of statute, and to assist employers with compliance. The materials are to be available on BOLI's website.

The measure prohibits employers from using minimum physical requirements in job postings without connecting the requirements to the essential functions of the job, and requires that employers allow an employee to have a support person present during conversations regarding reasonable accommodation. Local governments are added to requirements under ORS 659A.142, which prohibits state government from excluding a person from services, programs, or activities, or making any distinction, discrimination, or restriction because an individual has a disability.

Fiscal Analysis

The fiscal impact for BOLI is estimated to be \$48,206 General Fund and one position (0.19 FTE) in the 2025-27 biennium and \$180,279 General Fund and one position (0.75 FTE) in the 2027-29 biennium.

Bureau of Labor and Industries

The fiscal impact for BOLI is estimated to be \$48,206 General Fund and one position (0.19 FTE) in the 2025-27 biennium and \$180,279 General Fund and one position (0.75 FTE) in the 2027-29 biennium. BOLI would hire one permanent Civil Rights Investigator 2 position to assist with an anticipated increase in reports of violation of disability-related statutes, due to greater awareness of the applicability of these statutes to local governments,

as well as due to the new violations related to physical requirements in job posting and having a support person present during conversations around reasonable accommodation.

The agency anticipates an additional 150 inquiries each year regarding potential unlawful practices with passage of this measure. Based on analysis provided by BOLI, inquiries generally take an average of two hours to complete, for an estimated 300 hours of work. Inquiries about unlawful practices that fall under BOLI's jurisdiction are then assigned to a Civil Rights Investigator 2 to investigate; based on historical data, approximately one out of every three of the 150 inquiries made will rise to the level of an investigation, which would equate to an estimated 50 additional cases a year with passage of this measure. Investigations generally take an average of 20 hours to complete. Processing these investigations totals an estimated 1,000 hours of work. Combined, the entire body of work required under this measure is estimated to total approximately 1,300 hours of work a year or 0.75 FTE.

Work to create guidance and informational materials around reasonable accommodation is anticipated to be absorbed by the agency's existing Employer Assistance Division staff.

Other entities

There is minimal fiscal impact for school districts and no fiscal impact for the Legislative Branch, Judicial Department, Department of Administrative Services, and Employment Relations Board. There is an indeterminate impact for cities and special districts. Counties report an indeterminate impact due to the potential staff and counsel time required to adjust job postings to ensure they are in compliance with requirements related to the physical activities of a posted position.

Relevant Dates

The measure takes effect on January 1, 2027.