

HB 4147 -1, -4, -5 STAFF MEASURE SUMMARY

House Committee On Rules

Prepared By: Melissa Leoni, LPRO Analyst

Meeting Dates: 2/3, 2/19

WHAT THE MEASURE DOES:

The measure requires the Oregon Health Authority by January 15 of each year and in collaboration with the Department of Human Services and the Employment Department, to report to the Legislative Assembly on: (1) each employer that employs 50 or more employees and that has employees or dependents of employees who are medical assistance recipients; (2) aggregated statewide information; and, (3) an analysis of trends. The measure specifies the content of the report, defines terms, prohibits the disclosure of protected information, and allows the agencies to adopt related rules and enter into interagency agreements to carry out their respective requirements. It takes effect on the 91st day following adjournment sine die.

ISSUES DISCUSSED:

- Medicaid funding decisions
- Use of the information by the Legislative Assembly
- Inclusion of public employers
- The information provided in the report and whether it needs to be tied to employers

EFFECT OF AMENDMENT:

-1 The amendment changes the definition of employer to include public and private employers with 50 or more employees. It changes the report period to state fiscal year, changes the required report content about employers, removes the amendments to ORS 657.665 (Employment Department confidentiality of information), and sets an operative date of January 1, 2027.

Fiscal impact: May have fiscal impact, but no statement yet issued

Revenue impact: No revenue impact

-4 The amendment changes the definition of employer to include public and private employers with 500 or more employees but does not include tribal government. It requires the report by fiscal year and changes the required report content about employers and aggregated statewide information. It specifies the requirements of the report around personally identifiable information or protected health information of an employee or dependent whose information is included. It removes the amendments to ORS 657.665 (Employment Department confidentiality of information) and sets an operative date of January 1, 2027.

Fiscal impact: May have fiscal impact, but no statement yet issued

Revenue impact: No revenue impact

-5 The amendment changes the definition of employee to include working at least 30 hours per week for the employer and for employer to means a person who employs 500 or more employees. It specifies the annual report to contain aggregated statewide information on the total number of medical assistance recipients who are an employee or dependent of an employee and the distributions by employer size, industry, and region and by demographics. It requires a trend analysis for fiscal years after July 1, 2029. It also requires that report information must be adjusted proportionately to reflect the number of medical assistance recipients who were an employee of more than one employer, and that the report may not include an employer's name or any personally identifiable information or protected health information of an employee or dependent. It removes the amendments to ORS 657.665 (Employment Department confidentiality of information) and sets an operative date

of January 1, 2027.

BACKGROUND:

In 2024, 97 percent of Oregonians had health insurance coverage ([Oregon Health Insurance Survey](#)). In that year, 46.6 percent of Oregonians received their health insurance through employer-sponsored or group coverage, and 32.3 percent received their coverage through Oregon's medical assistance program. Known as the Oregon Health Plan (OHP), state and federal Medicaid resources combine to cover low-income Oregonians, including working families, children, pregnant women, single adults, and seniors. According to KFF, 41 percent of Oregonians receiving OHP coverage work full-time, and 30 percent work part-time ([KFF Oregon Medicaid Brief, 2025](#)).

Large employers with 50 or more full-time employees must offer affordable minimum essential coverage to their full-time employees and dependents or pay an assessment to the Internal Revenue Service ([26 U.S.C. § 4980H](#)). Employers may choose to pay the assessment in lieu of providing health care coverage to employees.

PRELIMINARY