



## Open Government Impact Statement

83rd Oregon Legislative Assembly  
2026 Regular Session

## Measure: HB 4093 - A

Only impacts on Original or Engrossed  
Versions are Considered Official

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### SUMMARY

Digest: The Act makes new laws with respect to people with disabilities. (Flesch Readability Score: 64.9).

Directs the Bureau of Labor and Industries to create certain guidance and informational materials to assist employers and employees.

Prohibits employers from denying an employee's request to have a support person accompany the employee in discussions concerning reasonable accommodation subject to specific conditions.

Extends prohibition against discrimination in government services, programs and activities to local governments.

Prohibits employers from using minimum physical requirements in a job posting without connecting the physical requirements to the essential functions of the job.

## **NOTICE OF NO OPEN GOVERNMENT IMPACT**