



Chair Pham, Vice Chairs Edwards and Javadi, and members of the committee,

Thank you for the opportunity to testify this afternoon. For the record my name is Brooke Hill and I am speaking today on behalf of Oregon AFSCME. We are a labor union of around 40,000 members advocating for workers and their families in the public and private sectors. Thank you for the opportunity to submit comment for the record today.

This bill is the product of years of work and collaboration by many of the folks in this room, so thank you all for your commitment, partnership, and dedication. HB 4069 is the carryover language from HB 2024, passed by the Legislature in the 2025 long session. HB 2024 was a comprehensive package of behavioral health reforms. It was developed through a robust workgroup, including input from providers, labor partners, and agency representatives. The group focused on accountability, staffing ratios, and funding for apprenticeships and training pathways, scaled to the full continuum of behavioral health care in Oregon. The remainder of the language not included in HB 2024 is before the committee today as HB 4069.

HB 4069 requires behavioral health employers to provide comprehensive, written safety plans for each of their behavioral health facilities. The plan must be specific to each physical worksite, accessible to employees upon hire, and include a plan for lone workers. It also improves reporting timelines, and provides a more structured path for employees to report incidents, as well as a timeline for employers to respond to each report. You will also see a -1 amendment posted to OLIS. This change was a technical fix that we worked on with the employers to clarify types of safety plans defined within the proposed legislation.

The goal of this legislation is to ensure that all behavioral health employees are given necessary protections to feel safe in the workplace. We believe that HB 4069 is a step in the right direction, towards safer workplaces for both employees and the clients they serve daily. Frontline workers are consistently asked to do more with less in the current budget landscape. This piece of legislation is a fiscally neutral, commonsense reform that will provide immediate support for workers in the behavioral health sector. You will also see submissions of support on the record from other labor partners, community based organizations, and behavioral health employers. Thank you for the time and I'm happy to answer any questions.

Sincerely,  
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