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May 6, 2025

Dear Chair Taylor and Members of the Senate Committee
on Labor and Business,

On behalf of the Roseburg Area Chamber of Commerce and the businesses, organizations and individuals we represent throughout Douglas County, I respectfully request you oppose HB 2957. The Roseburg Area Chamber strongly opposes HB 2957, believing it creates considerable risk to Oregon employers, especially our small businesses.

Oregon's existing law provides employers with some degree of legal clarity after an investigation by the Bureau of Labor and Industries (BOLI). Specifically, if BOLI finds insufficient evidence, there is a 90-day window for the claimant to pursue litigation. HB 2957 would allow a claimant's attorney to file with BOLI, take advantage of state investigative resources and then delay the legal action for years.

Passage of HB 2957 would leave Oregon employers open to prolonged legal exposure for up to five years even if the employer had successfully defended a claim filed with BOLI. While all Oregon employers would face significant financial burden, the hardship would be more consequential for entrepreneurs and small businesses. Small businesses often lack the resources required to withstand a lengthy litigation. It can cost more than \$75,000 to settle a single claim before it gets to court, even if the claim has no merit.

The chamber is also disconcerted by other harmful tenets of HB 2957 including: the potential misuse of public resources by trial lawyers using BOLI as a discovery tool; conflicts with existing state and federal employment laws and standards creating uncertainty for employers; and, the overly board scope of the five-year statute of limitations covering a wide range of discrimination claims.

We urge you to weigh the profound repercussions this bill would have on Oregon businesses, particularly small businesses, and please vote "NO" on HB 2957. Thank you for your consideration.

Respectfully submitted,

ROSEBURG AREA CHAMBER OF COMMERCE
DOUGLAS COUNTY CHAMBER OF COMMERCE

Debra L. Fromdahl, IOM
President & CEO



*To advocate for and be the voice of the business community in the greater Roseburg area.
To strengthen, enhance and protect our members through political advocacy, economical development, community promotion and member programs and services.*