

Oregon's State Chamber ADVOCACY • RESEARCH • EDUCATION





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30 Number of State Senators



60 Number of State Representatives 3,466 Number of measures introduced

702 Number of measures passed

41
Number of legislative committees

157 Number of days in session

227 days Longest legislative session (2003)



Overview

Oregon needs a thriving private sector to create jobs, support philanthropy and generate the revenue upon which the public sector relies. This often-repeated fact should be self-evident, and the deep erosion of Oregon's business climate should worry elected leaders as much as it does business leaders. As the 2025 legislative session began, however, the disconnect between the state's public and private sectors on the condition of Oregon's business climate was in full view.

Just weeks before the session opened, Ampere Computing founder Renée James warned attendees of the Oregon Business Plan's 2024 Leadership Summit about the state's lack of balance. "Our economic policies are outpacing the ability of the industry to support the tax burden and the demands," she said. "We're making it too easy to go someplace else, and going elsewhere puts our state in crisis."

The problems James described have long been known to the state's businesses. They've also contributed to Oregon's steady decline in national business rankings. These include CNBC's America's Top States



for Business ranking, which in 2025 rated Oregon only 39th – an astounding drop of 11 places in a single year. Meanwhile, the state placed only 44th in Chief Executive's 2025 Best and Worst States for Business ranking.

Few of the elected leaders who spoke after James even acknowledged the problems she described. And with limited exceptions, the 2025 legislative session failed to address them.

The Legislature passed up even minor adjustments to the corporate activity tax. It declined to expand Oregon's anemic research and development tax credit. It allowed \$30 million allocated by legislators in 2023 to support the semiconductor industry to revert to the General Fund. It even rejected a common-sense proposal that would have increased consistency between local and state tax rules and reduced the compliance burden for businesses and individuals.

And given the Legislature's lack of appetite for even modest economic-development measures, its reluctance to address larger impediments to growth – Oregon's antiquated land use system, for example – came as no surprise.

Despite the indifference of legislative leaders to economic development, OBI's policy team did achieve some success in advocating for bills that would improve Oregon's business climate. Several of the proposals contained in OBI's Oregon Competitiveness Agenda received hearings, and a handful fared even better. HB 2119, which allows trade associations like OBI to assert standing in Oregon Tax Court, passed. And two of OBI's regulatory reform bills received serious consideration. HB 3382 would have made it easier for regulated entities, the press, legislators and others to follow rulemaking by creating a central rulemaking website. And HB 2692 would have made many changes designed to increase rulemaking accountability and transparency.

Fortunately, the session concluded without serious consideration of a general business tax increase, which was threatened frequently in discussions in 2024. The overwhelming defeat of Measure 118, spearheaded by OBI, revealed widespread opposition to new and higher taxes.

Small victories and avoided taxes, however, will not be enough to reverse the decline in Oregon's economic competitiveness. Oregon must do better, and OBI will continue to work with willing partners to help.

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Overview (continued)

OBI's policy team spent most of the session fighting proposals that would have eroded the state's business climate even more. Of the 3,466 bills introduced in 2025, many promised to create significant problems for employers. OBI played a role in defeating many of these, including HB 3062, which would have made developing industrial land within urban growth boundaries nearly impossible; HB 2640, which would have decriminalized the theft of so-called "basic need items;" and the original language in HB 2548 and HB 3838, which would have created labor standards boards for certain industries.

The Legislature did approve a handful of bills that will do significant harm to Oregon's business climate. The two most notable are SB 426, which will make primary contractors – including property owners – responsible for the failure of subcontractors to pay workers; and SB 916, which will make striking workers eligible for unemployment insurance benefits. OBI and allied groups succeeded in amending both bills, somewhat mitigating their harmful effects.

In many ways, the battle over SB 916, the top priority of organized labor, came to define a session that otherwise lacked a clear vision. Aside from an assertion that the 2025 session would be about the "basics," legislative leaders said little about what they intended to accomplish this year. In the absence of a clearly articulated agenda, the session seemed rudderless, even chaotic at times.

Perhaps no piece of legislation reflected this lack of direction more conspicuously than the transportation package. Introduced less than three weeks before the session's conclusion, the proposal contained nearly a dozen new and increased taxes – including a tripling of the payroll tax paid by workers across the state – that would have cost Oregonians an estimated \$3 billion annually by 2033. When it became clear that this version of the package would not pass, legislative leaders produced another, slightly reduced package. It met the same fate, leading to the creation of yet another proposal, which relied on a 3-cent gas tax hike and more narrowed fee increases. This proposal would have removed the long-standing revenue sharing model wherein local governments receive half of gas tax revenue. It failed to pass as well, bringing the session's chaotic transportation-funding saga to a close.

OBI supports responsible spending on transportation infrastructure needed to move goods and people. In fact, OBI came into the session ready to support a transportation revenue and funding package. However, the Legislature failed to consider a proposal in 2025 that met OBI's standards for accountability, fairness and focus.

OBI's Oregon Competitiveness Agenda identifies three pressing competitive problems:

- Oregon is an expensive state in which to live and operate a business.
- Oregon creates unnecessary obstacles to opportunity and success.
- Oregon's political culture undervalues the state's private sector.

The 2025 session failed to improve the first two and, in fact, may have made them worse. And in doing so, the Legislature reinforced the third problem, the tendency of Oregon's political culture to undervalue the state's private sector.

Below are a handful of high-level takeaways as we reflect on what happened during the 2025 session and look to the future. The ensuing pages cover a handful of policy areas and describe some of the key legislation within them. Following those is an appendix with a detailed list of the legislation OBI identified as relevant to businesses.



OBI Government Affairs Team

From left:
Preston Mann
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Key Takeaways



'Vision without action is hallucination'... and this session saw little productive action.

We can't get that Thomas Edison quote out of our minds. Oregon is a wonderful place with many inherent advantages. There is no reason why it should not be a place where people and businesses can thrive. Yet, the state's performance in a variety of areas trails the performance of other states – sometimes dramatically. Oregonians wonder if they are getting what they are paying for. Population and job growth are stagnating while the cost of living is increasing. We could spend time looking backward, reflecting on mistakes of the past and pointing fingers about how we got here. But, while learning from the past is important, Oregon needs to focus on looking forward, determining where we want to be, then taking steps to get there. It's easy for leaders to say that they want costs to come down, businesses to thrive, housing to become more affordable, schools to perform, budgets to get bigger, etc. But achieving these things requires action. Not every step needs to be a leap or bound. While reversing Oregon's course requires large actions, there are also small, focused steps lawmakers and regulators can take to help change direction.



Despite many economic warning signs, there was little focus on economic development.

From slippage in comparative rankings and worrisome trends revealed by OBI's research to the state's own economic forecasts, lawmakers received a great deal of information about the need to devote significant attention to economic development. Yet they left many low- or no-cost measures on the table, including minor changes to the corporate activity tax that would have helped small businesses and small adjustments to the state's worst-in-the-nation estate tax. They even failed to pass a bill that would have broadened eligibility for businesses to access left-over funding approved by the 2023 Legislature to support the semiconductor industry. The Legislature did pass a measure updating an existing law that will help finance a major league stadium should the MLB expand in Portland. This measure costs the budget nothing yet still took nearly the entire session to advance. No pun intended, but these are all small-ball efforts. Sure, they would be helpful, but Oregon needs to start hitting doubles and triples if it hopes to restore the state's competitiveness. The state should be improving and investing in our economic development systems and structures, providing incentives that retain and attract businesses while generating a return on investment for the state, and protecting programs like enterprise and opportunity zones.



There was too little focus on improving the state's business climate.

As noted, the 2025 legislative session was preceded by plenty of warning signs pointing to problems with Oregon's business climate, including the state's steady decline in multiple national competitiveness rankings, its stagnating population and its sustained job losses. Even more warnings came to light throughout the session, including a University of Oregon report describing the policies and conditions driving Oregon businesses to expand in other states. Nonetheless, the Legislature declined to pass any significant tax or regulatory measures improving the business climate – and did pass bills further eroding it. Set aside the critical role businesses play in providing wages and income for workers and philanthropic support for a wide range of causes (though these should be reason enough). A healthy business sector is necessary for generating the economic activity and jobs that create tax revenue for government services. So, while many Oregon lawmakers — including the governor and legislative leaders — would like to devote ever-more revenue to education, housing, mental health and other programs, they simultaneously erode the ability of the private sector to generate the necessary economic activity and resulting tax revenue.

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Key Takeaways (continued)



Process matters in lawmaking, but respect for it slipped.

This may feel like inside baseball that matters primarily to people who work in the Capitol, but it matters. It's about accountability and oversight, quality and the risk of unintended consequences, the use of taxpayer dollars in the legislative process, and the growing divide between what Oregonians want and what the Legislature is enacting. First, the session saw a proliferation of "placeholder" bills, which contain innocuous language intended to be replaced by substantive amendments. These are not new. Historically, they have been used either when a topic is still being negotiated as an introduction deadline approaches or to hold a bill for unexpected issues. Just 10 years ago, as OPB has reported, only 1% of bills were placeholders. During the 2025 session, nearly 20% were. The existence of hundreds of placeholder bills is not itself a big problem. The problem arises when lawmakers suddenly introduce amendments with little or, in many cases, no notice before a hearing on the topic. This leaves people, particularly those less inclined to support a concept, in the dark and ill-prepared to testify, ask questions or otherwise analyze sometimes very lengthy and complicated bills. Separately, public testimony was imbalanced during several hearings because committee chairs severely restricted the time allotted to people opposing their position while giving considerably more time to those supporting it. On several occasions, meanwhile, legislators agreed to support bills despite acknowledging that they were unconstitutional. On other occasions, committee chairs denied requests by colleagues to question expert witnesses, hearings were held on amendments that had not been posted for public review, and bills appeared on agendas without warning after committee chairs had told stakeholders they would move more slowly, if at all. Maintaining an open and transparent process requires a great deal of work from legislators and voluminous communication, and we acknowledge that things can sometimes fall through the cracks. The exception is becoming the norm, however, and that is worrisome.



Research by OBI and others has begun to change the conversation.

Oregon's businesses have long warned about the consequences of the state's business climate, characterized by soaring business taxes, complex and proliferating regulations and the high cost of living and operating here. And for almost as long, it seems, many of the state's elected leaders have declined to acknowledge these concerns, much less address them. At first glance, it might seem as if that dynamic remained constant during the 2025 session. Yet the session provided evidence that legislators and the governor have begun to at least listen to business owners and leaders and come to recognize the importance of a healthy private sector. Several of OBI's regulatory reform proposals received hearings and focused legislators from both parties on the state's regulatory climate. Statistics and conclusions from OBI research figured conspicuously in many discussions about the state's taxes, regulations and reputation. In March, the state economic development agency, Business Oregon, released a study by the University of Oregon that echoed the findings of multiple OBI reports in describing factors driving business expansion away from Oregon. And in June, the governor cited a key finding of OBI's tax research - the fact that Portland's top marginal personal income tax rate, 13.9%, is the nation's second highest - in a letter to the Multnomah County chair. The letter even acknowledged that "future economic vitality and growth" are "important to Oregon's success," as OBI has argued for years. OBI's work is gradually changing the narrative in state government and providing crucial data to discuss problems and solutions.

What's Next?



Preparing for upcoming legislative sessions:

The 2026 short session and 2027 long session are closer than they may seem. The policy team is already preparing concepts for proactive legislation that follows the direction established by OBI's Oregon Competitiveness Agenda. OBI will be engaging in statewide outreach, and our member-driven policy committees will refine and update policy principles.



Advocating for business in state agency rulemaking:

Agency rulemaking tends to receive less attention than lawmaking because it happens out of the traditional policy limelight. Yet it is critically important. Legislators give unelected agency staff and commissioners considerable leeway to implement their work, making engagement by OBI during rulemaking just as important as it is during the legislative session. Rules can cover important details like definitions and operational procedures, but they can also amount to sweeping new policies.



Promoting economic development as a statewide priority:

Oregon's approach to economic development remains lacking compared to other states, particularly given the current economic landscape and business climate. State leaders – the governor, other statewide elected officials, legislators and state agency officials – must prioritize business development in order to reverse current trends, retain and recruit investment and workers, and ultimately grow the economy and boost wages, community investment and even tax revenue.



Policy Area Highlights

Economic Development and Taxation

In the months leading up to the 2025 session, Oregon's chief state economist warned repeatedly that Oregon was in the midst of a manufacturing recession. Between December 2023 and December 2024, the state lost jobs not only in manufacturing, but also in other sectors, including leisure and hospitality, information, financial activities, and more. The underlying causes, widely known by business owners and described by OBI-supported research, include Oregon's large business tax burden, its unfavorable regulatory environment and the high cost of living and doing business in the state. For these and related reasons, CNBC deemed Oregon the nation's third least business-friendly state in its 2024 America's Top States for Business ranking. Unfortunately, the Oregon Legislature in 2025 declined to address these problems, failing to make even small adjustments to the corporate activity tax or the state's uniquely punitive estate tax. Nor did the Legislature improve Oregon's modest research and development tax credit or otherwise expand the recruitment and retention tools available to Business Oregon, the state's economic development agency. Instead, legislators considered a host of new and higher taxes, enacted measures widely opposed by public and private employers and economic development groups, sought to dramatically restrict development necessary for housing and economic growth, and contemplated measures to make tax compliance more burdensome and local taxes easier to raise. As nearly every economic development measure languished, OBI's government affairs team did have the opportunity to shed light on the state's worrisome economic landscape and gained some traction with lawmakers who agree we need to chart a new course. By and large, however, legislative leaders showed themselves to be far less committed to addressing Oregon's competitive problems than the state's economic outlook requires.



HB 3062: Potentially one of the most damaging bills of the 2025 session, HB 3062 would have created onerous barriers to using industrial land within urban growth boundaries. It would have required applicants to conduct public health impact analyses for development within 1,000 feet of "sensitive uses" and submit to mitigating measures. Sensitive uses, as defined by the bill, included residential areas, parks and schools, and the bill's requirements would have applied to a wide range of industrial uses, including all manufacturing and logistics facilities. Oregon already suffers from a shortage of readily developable industrial land, in part because expanding urban growth boundaries is a slow, heavily bureaucratic and contentious process. HB 3062 would have made the development of industrial land within urban growth boundaries nearly impossible. Despite its obvious problems, the bill received two public hearings and required a great deal of work by OBI and others to kill. The bill died. OBI opposed.



*HB 2119: This bill allows trade associations like OBI to assert standing in Oregon Tax Court on behalf of their members and receive a declaratory judgement on applicability or constitutionality. The bill streamlines litigation for both taxpayers and the state. The bill passed. OBI supported.

*HB 2277: This bill would have extended authorization to spend money in the Oregon CHIPS Fund and eliminated a number of outdated requirements to apply for it. This bill passed out of committee but stalled in the Joint Committee on Ways and Means. It was meant to operate in tandem with HB 2322, below. However, neither bill passed. OBI supported.

*HB 2322: This bill initially would have allocated \$25 million of the funds remaining in the Oregon CHIPS Fund, established in 2023, into new fund, the Fostering Innovation Strength at Home (FISH) Fund. The fund would have supported businesses made eligible by HB 2277, leading to a "FISH and CHIPS" moniker. The Joint Committee on Ways and Means approved HB 2322, but not before reducing FISH funding substantially. In the end, the Senate did not pass HB 2322, and the \$30 million remaining in the CHIPS Fund simply reverted to the state's coffers for general discretionary use. The bill died. OBI supported the bill but did not support various attempts to cut or divert funding.

HB 3962: This bill would have dramatically decreased the share of transient lodging (hotel) tax revenue dedicated to tourism and tourism-related activity. Three quarters of transient lodging taxes must be dedicated to tourism promotion. The bill would have reduced that to 40% and directed the balance – 35% – to local jurisdictions for more generalized uses. The bill died. OBI opposed.

SB 110: This bill updates the mechanism to finance a Major League Baseball stadium in Portland, an important economic development project should Portland land an MLB team. The bill passed. OBI supported.

Energy and Environment

The volume and complexity of Oregon's environmental regulations contribute to the high cost of living and doing business in the state. Shifting regulations also create compliance challenges, leading businesses to consider investing in other states. Oregon businesses and consumers should be at least somewhat relieved that the two most harmful environmental proposals died this session. One would have established a Climate Superfund Cost Recovery Program, creating an ill-defined 30-year lookback relating to past greenhouse gas emissions that would have driven up consumer costs while driving out businesses and jobs. And the other, a nebulous referral to voters, would have asked voters to create a "right" to a clean, safe and healthy environment. Such a right may sound good, but the measure proposed a litigious approach to the activities of government, businesses and individuals. The Legislature did pass a pair of bills that will provide important, focused regulatory relief to two industries, seafood processors and mortuary operators. Despite such small victories, however, the session did too little to reassure Oregonians that legislators fully grasp the connection between the state's environmental regulations and its competitive challenges, nor did it do anything to help Oregon prepare for the complex and growing demand for energy generation, storage and transmission. Instead, legislators considered several bills aimed at investor-owned utilities that fail to acknowledge the full scope and reality of energy costs and the impact of state regulations on energy prices. For a fleeting moment, legislators discussed the possibility of replacing the 2024 Climate Protection Program, for which OBI has advocated strongly over the last couple of years. Tied to the failed transportation package, that short-lived effort has at least raised interest in possible interim action.



*HB 3119: This bill would have delayed the implementation of Oregon's Advanced Clean Trucks rules, implemented by the Department of Environmental Quality (DEQ), for two years. The rules require dealers to sell a certain number of zero-emissions vehicles in order to sell conventionally powered trucks. However, there is little demand for zero-emissions trucks, which are expensive and have limited range. By extension, the rules place an artificial limit on the availability of new combustion engine trucks - even if those new trucks would be more efficient and "cleaner" than a customer's existing vehicles. The bill received a hearing but little early traction. However, as the obvious flaws with Oregon's rules became apparent and as other states began to announce delays to their own clean-truck programs, legislative interest picked up. After it became likely the bill would move, DEQ ultimately announced its intention to delay enforcement of the rules until the 2027 model year. The bill died, but the desired result was reached. OBI supported.



HB 2081: This bill as amended requires the Oregon Investment Council and state treasurer to seek to reduce the carbon intensity of the \$100 billion Public Employees Retirement Fund, which they have a fiduciary obligation to invest for the best return. The bill also indemnifies the state treasurer and OIC from liability if decisions made under this consideration harm the fund. The bill passed. OBI opposed.

*HB 3814: This bill eases restrictions set by DEQ on fecal bacteria levels in wastewater released by seafood processors. The unworkably high standard, designed with human fecal bacteria in mind, failed to recognize the lower risk associated with fish bacteria. The DEQ restrictions posed a serious risk to the viability of seafood processing in Oregon. The bill passed. OBI supported.

SB 1187: This bill would have created a Climate Superfund Cost Recovery Program to recover speculative costs possibly related to climate change. Businesses deemed responsible for climate change would have been required to pay into the program. The bill would have raised costs for fuel suppliers, businesses and everyday Oregonians, further eroding Oregon's competitiveness. The bill died. OBI opposed.

SJR 28: This bill would have referred to the ballot a constitutional amendment creating an expansive right to a clean, safe and healthy environment for current and future people and giving broad authority to individuals to sue over impacts, including those that are ill-defined and possible (even if not actual). It would have entitled prevailing parties "securing protection for public safety or health interests" in related lawsuits to collect litigation costs. The bill died. OBI opposed. Initiative Petition 27, a very similar ballot measure, may appear on the 2026 general election ballot.



Government Programs and Operations

OBI's Oregon Competitiveness Agenda highlights the need to improve Oregon's regulatory environment, which creates unnecessary obstacles to opportunity and success. The need for such improvement was echoed by a University of Oregon report released midway through the session that includes the state's regulatory climate among the "push" factors motivating Oregon companies to expand in other states. The Legislature this session considered many regulatory concepts proposed by OBI, and some of them seriously. OBI also participated in committee hearings focused on the state's regulatory burden. Lawmakers did not pass OBI's most ambitious regulatory reform bills, but the attention they received – and the willingness of some legislators to talk about Oregon's regulatory environment – is encouraging. Elsewhere, OBI and allied business groups kept legislators focused on organized retail theft and pushed successfully for additional funding and program flexibility to combat the problem. Education accountability is another topic that received more attention this session. Legislators passed a bill that requires districts to add new student success metrics and mandates training for personnel at schools that fail to meet performance goals. Oregonians are increasingly frustrated by the disconnect between government spending (and the taxes that support it) and outcomes.



*HB 2692: This was OBI's omnibus regulatory reform bill. It was designed to make rulemaking more transparent, consistent, fair and accountable. Among other things, it would have required the creation of advisory committees for rules that would create new requirements, change compliance obligations or increase costs: created reasonable notice and effective-date requirements; required a report to the Joint Committee on Ways and Means for rules that have significant fiscal impacts: and improved judicial review of contested rules. It received a hearing, then died due to opposition by environmental groups that objected to a requirement that regulated entities receive at least equal representation on rulemaking advisory committees. OBI supported.



HB 3069: This bill will consolidate several existing public-safety grant programs within a new entity, the Oregon Public Safety Coordination Grant Program, which will live within the Oregon Criminal Justice Commission. Among these programs is the Organized Retail Theft Grant Program, for which the bill expands eligibility to the Department of Justice and clarifies that grants can be used to buy equipment. The language related to the Organized Retail Theft Grant Program originated in SB 275A, which passed the Senate but remained in committee upon adjournment. The bill passed. Aside from supporting its retail theft components, OBI took no position on this bill.

*HB 3382: This was another signature bill in OBI's regulatory modernization package. It would have required the creation of a central website that would have made it easier for the public, not to mention regulated entities, to follow the many rulemaking efforts undertaken by state regulatory agencies. It passed out of committee unanimously but died in the Joint Committee on Ways and Means due to the \$8 million price tag estimated by the Secretary of State's Office. OBI supported.

HB 3687: This bill as introduced would have barred the use of supermajority requirements for local tax increases, thereby making it easier for cities and counties to raise local taxes. The bill would have inserted the state inappropriately in local decisions. An amendment adopted in committee retains the ability of voters to amend charters to require supermajorities. The measure passed. OBI opposed.

HB 5005: This budget bill supports the Oregon Criminal Justice Commission and contains roughly \$4.7 million for the Organized Retail Theft Grant Program. Although it is not the \$10 million OBI and other members of the Organized Retail Crime Task Force sought, it is still a step forward and an important investment. The bill passed. OBI supported.

Labor and Employment

This policy area featured most of the biggest battles of the 2025 session – as well as the most egregious and costly outcomes for taxpayers and both private-and public-sector employers. Perhaps in no other policy area were the needs of the economy and the priorities of lawmakers more at odds. And certainly in no other policy area was the influence of organized labor in the Legislature more apparent. The 2025 session will be remembered, of course, for the passage of a bill that will provide unemployment insurance payments to striking workers notwithstanding the fact that the unemployment insurance system was designed to help people who lose work through no fault of their own. Another new law will make owners and primary contractors responsible for the failure of subcontractors to pay their workers, even if those parties had no knowledge or involvement in the subcontractors' illegal actions. Meanwhile, several bills that received less attention either will harm or threatened to harm employers, important industries and consumers. These include proposals to create unelected workforce boards to adopt polices affecting businesses (think wages and employment conditions), the application of prevailing wage requirements to manufacturers, and the nullification of noncompete agreements accepted voluntarily by employees. The legislation that passed this session and the likelihood that similar bills will appear in future sessions will further erode the economic competitiveness of a state already losing jobs and considered among the least palatable or friendly to business.



SB 916: One of the most contentious bills of the 2025 session, SB 916 makes striking workers eligible for unemployment insurance benefits, despite the longstanding policy that those benefits are meant to help people who find themselves out of work through no fault of their own. A priority for labor unions, the bill was opposed by OBI and a dramatically large coalition of associations, chambers of commerce and economic development entities, as well as organizations representing public employers, such as cities, counties and school districts. By subsidizing striking workers, the bill shifts the balance of power in labor negotiations to employees, and threatens to make strikes longer and more frequent. And taxpayers will be on the hook for any benefits paid to public employees for striking, meaning either higher taxes or less money for public services. After passing the Senate, the bill was amended in the House before passing there as well. At that point, the bill would have made striking workers eligible for up to 26 weeks of unemployment benefits. The bill returned to the Senate for a concurrence vote but failed to receive enough support. It then headed to a conference committee, where benefits were capped at 10 weeks. It proceeded to receive enough support to pass. OBI opposed.



HB 2548: Potentially one of the most damaging bills of the session, it would have created the Agricultural Workforce Labor Standards Board to set workplace standards, wage rates and conditions for dismissal, among other things, for agricultural workers. The bill was amended to be a study on the underlying concept and related issues. The bill passed. OBI opposed.

HB 2688: This bill applies prevailing wage requirements from construction to work conducted off-site, including fabrication work done for a project by manufacturers in their own facilities. In addition to increasing the cost of public projects, it will place affected work off-limits to many Oregon manufacturers. The bill passed. OBI opposed.

HB 3838: This bill would have created the Home and Community-Based Services Workforce Standards Board, an appointed body that would have established training and workplace standards for home-care workers. In effect, the unelected board would have been empowered to make new policy requirements for employers with little oversight. Operational costs would have escalated as a result, compromising an industry that has little, if any, ability to increase prices. The bill died. OBI opposed.

SB 426: This bill will make contractors and property owners liable for the failure of subcontractors to pay their workers, something that is already illegal and has a remedy in law. This approach punishes innocent businesses and individuals for the criminal behavior of other people and is likely not to address the behavior in any case. Unscrupulous labor brokers, not contractors, are responsible for most instances of so-called wage theft, and the legislation will not affect them. The bill will make it harder for emerging and small contractors to work and will increase costs and litigation for good actors and their consumers, including renters and home buyers. The bill passed. OBI opposed.



Product and Service Regulation

The Legislature's approach to regulating products and services illustrates Oregon's penchant for goit-alone schemes and the reluctance of some lawmakers to consider the full consequences of their proposals. One, for example, would have made Oregon the first jurisdiction in the world to require expensive and unproven microfilter systems on washing machines, thereby increasing costs and driving consumers to other states. Consider, too, the Legislature's failure to adopt a critical fix to definitions that create extraordinary liability for sports and recreation operators, creating another Oregon-only problem that puts our important recreational industry at a competitive disadvantage. Additionally, the Legislature considered a host of bills aimed at other products and services, from plastics to health insurance, that also would have created compliance problems, raised costs and created scarcity. OBI and allied groups worked successfully to either kill or mitigate nearly all of these proposals. In addition to playing solid defense this session, OBI's policy team played offense, helping to pass bills that will provide relief to affected businesses. One of these corrects an unintended consequence of a previous private security training bill by clarifying application requirements and eliminating redundant licensing requirements. Another reduces Oregon's mandatory cremation temperature to the standard used in all other states, lowering costs for mortuary operators while cutting carbon emissions.



SB 174: This bill, a priority of the Oregon Trial Lawyers Association, would have authorized a private right of action and class actions through Oregon's Unlawful Trade Practices Act for alleged violations of insurance regulations. The bill would have increased lawsuits dramatically, creating even more work for the state's overburdened court system. and further increased insurance costs for Oregonians. It also contained no exemption for workers' compensation insurance, which is governed by an entirely separate body of law and remediation process. The bill's protections also would have been redundant, as the state's insurance division can order insurers that have acted in bad faith to pay claims, restitution and fines. Moreover, consumers in Oregon can sue insurers for certain damages under specified circumstances. Despite these problems, the bill passed the Senate. It subsequently died in the House. OBI opposed.



HB 3512: This bill would have prohibited the sale of certain products containing perfluoroalkyl and polyfluoroalkyl substances (PFAS). The bill took a poorly defined and overly broad approach to regulation that would have been unworkable, impractical and inconsistent with rules in other states and harmful to Oregon's economy. The bill died. OBI opposed.

HB 3533: This bill would have required ads and quotes for consumer goods and services to include all of the fees a buyer would need to pay. The bill would have caused significant compliance problems, as fees vary significantly across advertising areas. Moreover, it would have characterized violations as an unlawful trade practice under the Oregon Unlawful Practices Act and allowed consumers to sue. The bill contained exemptions for shipping charges and taxes and fees imposed on transactions. The bill passed the House but died in the Senate. OBI opposed.

*SB 300: This bill exempts retailers and other entities from stringent regulations governing private security firms, correcting the unintended consequences of a 2021 bill (HB 2527) that applied licensure requirements meant for contract security firms to businesses with in-house security staff. In-house professionals must be certified by the Department of Public Safety Standards and Training, making additional licensure requirements redundant and costly. The bill passed. OBI supported.

SB 526: The bill would have required microfilter filtration systems on washing machines sold in Oregon. Such filters are not required by any other jurisdiction in the world and would have increased the cost of washing machines sold in Oregon while having limited impact on actual microfiber release into water systems. It ultimately would have pushed purchases to other states. The bill died. OBI opposed.

Transportation and Infrastructure

While the Legislature considered a handful of transportation and infrastructure bills this session, its unsuccessful attempt to pass a comprehensive transportation funding package deserves particular attention. A more detailed account of the transportation package itself appears nearby, but the context in which the debate occurred is relevant. As OBI and others waited – and waited – for an actual proposal to appear, the fate of the state's last transportation package, adopted in 2017, received a great deal of attention. Even as the 2025 session began, many of the projects supported by the 2017 package remained unfinished amid soaring costs. And iust weeks into the session, the credibility of the Oregon Department of Transportation suffered another blow when, during a legislative hearing, a top agency official acknowledged a \$1 billion error in ODOT's 2023-25 budget. OBI supports transportation infrastructure investment and was genuinely hoping to see a proposed package it could support this session. Oregon needs a highquality transportation network to move goods and people safely and efficiently. However, the 2025 legislative session failed to deliver such a package.



HB 2153: This bill would have doubled the tax on jet fuel, from three to six cents per gallon, and adjusted the rate for inflation biennially. The tax would have increased costs for airlines, which in turn would have increased prices for travelers or reduced services, further eroding Oregon's economic competitiveness. The bill died. OBI opposed.

HB 2184: This bill would have issued general obligation bonds to replace the Hood River-White Salmon Bridge, which is narrow, obsolete and lacks access for bikes and pedestrians. Though the bill died, the project was funded by an appropriation bill, HB 5006. OBI supported.

HB 2961: This bill as introduced would have required half the parking spaces at new multifamily housing units and commercial facilities to have electrical charging capacity. The bill was amended to lower the requirement. Nonetheless, it would have placed an unnecessary and costly burden on housing suppliers despite Oregon's housing affordability crisis. It would have placed an unnecessary and costly burden, too, on commercial property owners despite Oregon's anemic economic growth. The bill died. OBI opposed.



HB 2025: The proposed 2025 transportation package was unveiled with less than three weeks remaining in the session and almost immediately encountered problems. As introduced, it would have raised almost \$15 billion over the next 10 years thanks to a long list of new and higher taxes and fees. These ranged from a 37.5% increase in the state gas tax to a tripling of the employee payroll tax supporting public transit. The revenue would be used not only for traditional transportation infrastructure and maintenance, but also for new and expanded programs. It also fell short on accountability recommendations to help restore confidence in the Oregon Department of Transportation's ability to execute large-scale projects, including those remaining undone from the 2017 transportation package. Overall, the package was far from the "back to basics" proposals legislative leaders had promised. Following an unusually contentious meeting, it emerged from the Joint Committee on Transportation Reinvestment on June 23, only to be sent back to the committee almost immediately for lack of support to pass the House. Passing new or increased taxes requires a three-fifths majority in both chambers. A new version was unveiled on June 25. The revisions eliminated some of the new taxes and lowered others. However, the package remained at \$11.7 billion over 10 years. OBI testified in opposition to this amendment. When it became apparent that this proposal also lacked the votes to pass, legislators created a third package using a placeholder bill. It would have increased the gas tax by 3 cents and raised vehicle registration fees with a goal, as stated by Gov. Kotek and the union representing many ODOT employees, of preventing layoffs. However, this proposal broke a longstanding agreement to share gas tax revenue 50/50 between the state and local jurisdictions, and it did nothing to move projects forward or improve accountability. It was widely panned during an eleventh-hour hearing held June 27, though it did pass out of committee on a party-line vote. However, getting the bill through the House and Senate before the Legislature's constitutionally mandated adjournment (June 29) would have required a suspension of rules, which is a high threshold requiring two thirds of legislators to vote in favor. When Republicans in the House refused to suspend rules, the bill died.

State Budget

Legislators have one mandatory job each odd-year session: adopt a balanced biennial (two-year) budget. Thus, this year, legislators were required to pass a budget for July 1, 2025, through June 30, 2027. That budget is based on the revenue forecast presented by the state economist in May, a handful of weeks before the start of the next budget cycle begins.

The May 2025 forecast showed that Oregon's General Fund would increase 12% for the 2025-27 biennium, which the report called "the highest growth expectation for this forecast since 2015-17." After that, the General Fund is forecasted to increase another 43.2% between the 2025-27 biennium and the 2031-33 biennium. Despite this growth, there was a good deal of angst about the budget constraints faced by legislators.

In the end, lawmakers approved a combined Legislatively Adopted Budget of \$138.9 billion. Of that, \$37.3 billion comes from the General Fund (largely personal and business income taxes), \$1.8 billion from Lottery funds, \$56.1 billion from other funds (CAT, fees, certain other directed taxes), and \$43.7 billion comes from federal funds. The total budget is 6.3% higher than the legislatively approved budget for the 2023-25 biennium. The combined General Fund and Lottery budget is 11.7% higher than the legislatively approved General Fund and Lottery budget for the 2023-25 biennium.

The overall budget contains a long list of agency budgets and specific allocations. We highlight just a few below. More information about the entire budget can be found on the Legislative Fiscal Office's page (specifically "publications"): www.oregonlegislature.gov/lfo.

- Oregon law requires that 1% of a biennium's ending balance (the difference between General Fund revenue and General Fund expenditures) be transferred to the Rainy Day Fund. However, within an end-of-session catch-all bill, legislators voted to suspend that transfer for the 2023-25 biennium.
- HB 5006 allocated \$300 million "to state agencies for state employee compensation changes," providing special appropriations for bargained-for compensation costs that should be managed within agency budgets.
- The Department of Environmental Quality appropriation increased from \$780.6 million to \$966.4 million – a 23.8% increase and \$230 million more than the current service level estimate.
- The State School Fund appropriation increased 11.8%, from \$10.2 billion to \$11.4 billion.

- The Bureau of Labor and Industries appropriation increased from \$60.5 million to \$79.2 million

 a 30.9% increase and more than \$17 million
 beyond the current service level estimate. It came with an increase of 46 FTE and requires

 BOLI to report back to the Legislature about its progress toward filling those positions.
- Overall, the Oregon Business Development Department (aka Business Oregon) saw an allocation decrease of 21% from the prior biennium. However, it is important to note that the department's budget included a great deal of one-time funds and also has a more complicated structure than most given its role in infrastructure projects.
- The Oregon Health Authority appropriation increased 16.2%, from \$35.9 billion to \$41.7 billion (which is \$4.7 billion more than the current service level called for).
- Some OBI-supported economic development allocations were approved:
 - Cuts proposed by Business Oregon and Gov. Kotek to the Oregon Manufacturing Innovation Center and the Oregon Metals Initiative were, thankfully, restored.
 Funding for Oregon's Manufacturing Extension Partnership was maintained.
 - Other important economic development allocations include, but aren't limited to, \$10 million for the Brownfields Redevelopment Fund, \$20 million for container port infrastructure, \$10 million for industrial site readiness loans per HB 2411 (see above), \$100 million for Coos Bay Channel deepening, programs aimed at helping with necessary infrastructure for housing development and supply creation and \$45 million to replace the Hood River-White Salmon Bridge.
- Unfortunately, we have a mixed review of how the 2025 Legislature handled the nearly \$40 million remaining in a 2023 allocated CHIPS Fund. (Reminder: The CHIPS Fund was established in 2023 via SB 4 as one of the tools to help Oregon leverage extraordinary federal opportunity in the semiconductor industry, a key part of Oregon's economy.) The governor directed \$10 million of it to a program to train workers in Al. The hope was that the remaining \$30 million would be made available for continued economic development investments-\$15 million for CHIPS and \$15 million for an expanded portfolio of industries. In the final days of session, however, the Legislature failed to pass the bill expanding the portfolio (HB 2322) and failed to appropriately carry forward the money for continued CHIPS purposes. Thus, the entire \$30 million reverted for general discretionary purposes rather than being allocated for these economic development uses.

Appendix

* indicates an Oregon Competitiveness Agenda concept.

Bills may appear in more than one policy area.

Economic Development and Taxation

*HB 2039: This bill would have raised the threshold for Oregon's corporate activity tax from \$1 million in sales to \$10 million, reducing the tax burden for thousands of small businesses with a small revenue impact to the state. The bill received a hearing, then died. OBI supported.

*HB 2083: This bill would have required a study to assess the feasibility of combining various statutes adjusting taxes for inflation. The bill passed the House but died in the Senate. OBI supported.

HB 2092: This bill as amended would have frozen Oregon's connection to federal tax law to Dec. 31, 2024, and prevented Oregon's tax policy from automatically adjusting to federal policy changes after that date for the 2025 tax year. Oregon's connection would have resumed in 2026. The bill would have made filing Oregon taxes complex for 2025 if deviations from federal code occurred. The bill passed the House but died in the Senate. OBI opposed.

*HB 2110: This bill would have required local governments to conform to Oregon's tax rules and definitions in developing their own income taxes. The proliferation of nonconforming local taxes in Oregon has created a compliance burden for affected taxpayers. The bill received a public hearing, then died. OBI supported.

*HB 2112: This bill would have created exemptions to Oregon's estate tax that varied according to the size of the estate. Oregon's estate tax is the most onerous in the nation, creating an incentive for people to leave Oregon and causing problems for small business inheritance. The bill died. OBI supported.

*HB 2116: This bill would have indexed the highest personal income and corporate excise tax brackets to inflation, preventing "bracket creep" and providing relief for many Oregon households. The bill died. OBI supported.

*HB 2117: This bill would have expanded eligibility for Oregon's narrow research and development tax credit, increased the credit limit to \$2 million and allowed businesses to deduct research and development expenditures fully in the tax year in which they were paid or incurred. The bill died. OBI supported.

*HB 2119: This bill allows trade associations like OBI to assert standing in Oregon Tax Court on behalf of their members and receive a declaratory judgement on applicability or constitutionality. The bill streamlines litigation for both taxpayers and the state. The bill passed. OBI supported.

*HB 2138: This bill, introduced at the request of Gov. Kotek, contained a number of provisions encouraging the development of higher-density housing, including clustered housing and multifamily housing. The bill passed. OBI supported.

HB 2153: This bill would have doubled the tax on jet fuel and adjusted the rate for inflation biennially. The tax would have increased costs for airlines, which in turn would have increased prices for travelers or reduced services. The bill died. OBI opposed.

*HB 2277: This bill would have extended authorization to spend money from the Oregon CHIPS Fund (established in 2023) and eliminated several outdated requirements to apply for that funding. It was meant to operate in tandem with HB 2322, below. However, neither bill passed. OBI supported.

*HB 2301: This bill would have raised the estate tax threshold from \$1 million to \$7 million and established a flat 7% tax rate. Oregon's estate tax is the most onerous in the nation, creating an incentive for people to leave Oregon and causing problems for small business inheritance. The bill died. OBI supported.

*HB 2322: This bill initially would have allocated \$25 million of the funds remaining in the Oregon CHIPS Fund, established in 2023, into new fund, the Fostering Innovation Strength at Home (FISH) Fund. The fund would have supported businesses made eligible by HB 2277, leading to a "FISH and CHIPS" moniker. The bill was amended down to \$15 million, and then ultimately died. OBI supported.

*HB 2411: This bill establishes the Industrial Site Loan Fund to help finance industrial land projects. The revolving loan fund helps local jurisdictions complete necessary steps to ensure already available and zoned land is ready for investment. Though the bill as introduced proposed to devote \$40 million to the fund, the amount ultimately was cut to \$10 million. The bill passed. OBI supported.

*HB 2417: Initially a placeholder, this bill was amended to provide \$6 million in grants for research centers through the Centers for Innovative Excellence program within Business Oregon. The centers support innovation within an emerging or established sector of importance to the state's economy. The bill died. OBI supported.

*HB 2418: Initially a placeholder, this bill was amended to provide \$3 million in matching grants for federal Small Business Innovation Research grants. The bill died. OBI supported.

*HB 2934: This bill would have allowed a surviving spouse to claim the unused exemption of a deceased spouse, or, in other words, make Oregon's estate tax exemption "portable" to a surviving spouse. The change functionally would have increased the estate tax threshold for married Oregonians to \$2 million. The bill died. OBI supported.

HB 2977: This bill would have increased the statewide transient lodging tax by a full 50%, from 1.5% to 2.75%, and directed the new revenue to wildlife preservation. The redirection of TLT funds away from the promotion of tourism would have violated the longstanding agreement between the state and hospitality industry about the use of tax revenue. The bill was passed by the House and was voted out of a Senate committee, but it ultimately died. OBI opposed.

*HB 3031: This bill creates a program to help fund infrastructure projects that support housing developments. The program makes grants, loans and forgivable loans available to cities, counties and other entities. Housing projects supported by this program must be affordable for very low-income, low-income or moderate-income households. The bill passed. OBI supported.

*HB 3050: This bill would have directed Business Oregon to set up a loan and grant program for Oregon container port projects, focused on Terminal 6 at the Port of Portland. It would have created a statutory grant program to support a \$20 million capital investment program. Though the bill died, another bill (SB 5531) allocated \$20 million in lottery bond funding for Terminal 6. OBI supported.

HB 3062: This bill would have created onerous mitigation requirements for using industrial land within urban growth boundaries. It would have required applicants to conduct public health impact analyses for development within 1,000 feet of "sensitive uses" and submit to mitigating measures. The bill died. OBI opposed.

HB 3197: This bill would have applied a 2% tax on alcoholic beverages, with the tax rate rising to 8% in 2032. Such a tax would have increased costs for consumers and for businesses. The bill died. OBI opposed.

HB 3489: This bill would have replaced Oregon's timber harvest tax with a severance tax, which would have increased according to the amount of acreage the taxpayer owned in Oregon. The tax scheme targeted an industry that cannot easily increase prices. The bill died. OBI opposed.

HB 3940: This bill would have imposed a 5-cent tax on beverage containers with 50% of the revenue going to the state rainy day fund and the remaining 50% to state agencies to fund wildfire prevention and response. Beverages have no nexus to wildfires, and the tax would have increased the cost of consumer goods for Oregonians. The bill died. OBI opposed.

HB 3962: This bill would have decreased the share of transient lodging (hotel) tax revenue dedicated to tourism and tourism-related activity. Three quarters of transient lodging taxes must be dedicated to tourism promotion. The bill would have reduced that to 40%, redirected that 35% shift as an additional revenue stream to local jurisdictions for more generalized uses. The bill died. OBI opposed.

*SB 6: This bill, as introduced, would have required building permit applications to receive action not later than 45 days after submission; an agency's failure to act within that window would result in application approval. The bill would have accelerated administrative review of housing projects, an important step in addressing Oregon's housing issues. An amendment narrowed the bill's applicability, but it did not help its chances. The bill died. OBI supported.

*SB 110: This bill updates the mechanism to finance a Major League Baseball stadium in Portland should Portland land an MLB team. The bill passed. OBI supported.

*SB 111: This bill would have extended the sunsets for the pass-through business alternative income tax and related personal income tax credit. It would have helped small businesses reduce their federal tax burdens without reducing Oregon revenue, thereby partially mitigating Oregon's high tax burden. OBI unsuccessfully sought amendments to expand the program to align with more states. Despite the bill's unanimous passage in the Senate, it died in the House. OBI supported.

*SB 124: This bill would have raised Oregon's \$1 million estate tax exemption and adjusted the threshold annually according to the cost of living, putting Oregon's policy — the most onerous in the nation — closer to alignment with other states that have an estate tax. The bill received a hearing, then died. OBI supported.

*SB 125: This bill would have exempted certain health-care services, including Medicaid-funded services, from Oregon's corporate activity tax. Providers often are reimbursed less than the full cost of providing Medicaid-supported care and paying the CAT on such services ultimately increases health care costs and reduces services. The bill was passed by one Senate committee but ultimately died. OBI supported.

*SB 381 and *SB 490: These bills would have raised the threshold for Oregon's corporate activity tax from \$1 million in sales to \$5 million, providing relief to thousands of small businesses while retaining more than 90% of CAT revenue. The bills received a hearing, then died. OBI supported.

*SB 382: This bill would have exempted the sale of prescription drugs by retail pharmacies from Oregon's corporate activity tax. Drug prices usually are set by pharmacy benefit managers, not pharmacies. CAT payments on health care related items increase the cost of care. The bill received a hearing, then died. OBI supported.

*SB 974: This bill, intended to help address Oregon's housing affordability problem, sets a deadline for cities and counties to make land use determinations for residential development and streamlines zone changes. The bill passed. OBI supported.

SB 1177: This bill would have redirected almost all of Oregon's personal kicker rebate to wildfire funding, reducing one of the only provisions of Oregon tax law that mitigate the growing tax burden the state imposes. The bill died. OBI opposed.

Energy and Environment

HB 2064: This bill would have required the Oregon Public Utility Commission and Oregon Department of Consumer and Business Services to take various actions to support electricity "microgrids" related to costs, infrastructure, integration and more without consideration for larger infrastructure costs, maintenance and responsibility. The bill also would have allowed local governments to adopt land use regulations supporting microgrids. The bill died. OBI opposed.

HB 2065: This bill gives microgrid developers the option to hire a third-party contractor to analyze the proposed connection with a transmission network operated by an investor-owned utility. Such analyses typically have been performed by utilities, which still will need to review third-party analyses to ensure that safety, reliability and interconnection requirements are met. Thus, it duplicates work which leads to inefficiency and higher costs. The bill passed. OBI opposed.

HB 2066: This bill requires the Oregon Public Utility Commission to investigate the creation of a regulatory framework that would allow the ownership and use of microgrids within the service territories of investor-owned utilities. The bill passed. OBI opposed.

HB 2081: This bill as amended requires the Oregon Investment Council and state treasurer to seek to reduce the carbon intensity of the \$100 billion Public Employees Retirement Fund. The bill also indemnifies the state treasurer and OIC from liability if decisions made under this consideration harm the fund. The bill passed. OBI opposed.

HB 2200: This bill would have directed the Oregon Investment Council to reduce the carbon intensity of the state's investment portfolio, potentially reducing income by excluding politically unpopular assets. The bill died. OBI opposed.

HB 2960: This bill would have banned certain types of plastic-recycling facilities, effectively banning an entire industry working to reduce plastic waste. The bill died. OBI opposed.

HB 3018: This bill would have created overly broad composting requirements that would have been very costly for restaurants, schools, hospitals and other organizations to follow. The bill died. OBI opposed.

*HB 3119: This bill would have delayed implementation of the Department of Environmental Quality's Advanced Clean Trucks rules for two years. After it became likely the bill would move, DEQ announced its intention to delay enforcement of the rule until the 2027 model year. The bill died, but the desired result was reached. OBI supported.

HB 3246: This bill would have created a program to promote "industrial symbiosis," a process in which one business' byproducts become another's input to both conserve and maximize resources. While this is something businesses already do, the idea to promote it held merit since many businesses lack the staffing needed to explore opportunities for industrial symbiosis. The bill died. OBI supported.

HB 3477: This bill would have set new and more stringent climate goals for the state. The current goal is to reduce emissions 80% below 1990 levels by 2050. The bill would have reset the goal to a 95% emissions reduction by 2050 and net zero thereafter. The goal was not feasible. The bill died. OBI opposed.

HB 3492: This bill would have directed the Department of Geology and Mineral Industries to study risks associated with facilities that could release hazardous fumes in the event of a Cascadia Subduction Zone earthquake. OBI worked closely with the bill sponsor to remove overly broad language likely to result in unintended consequences. The bill died. OBI was neutral.

HB 3546: This bill holds "large energy users" responsible for electricity investments attributable to those energy users and protects other customer classes from cost increases associated with investments necessary to serve large energy users. Although OBI agreed with the overall objective of the bill, the language singled out data centers as large energy users, going against OBI's principles against sector targeting. The bill passed. OBI opposed.

HB 3729: This bill reduces the minimum incineration temperature for crematories from 1,800 degrees Fahrenheit to 1,600 degrees. The industry has long argued that 1,600 degrees should be the standard in Oregon, as it is in 49 other states, but the Department of Environmental Quality would not amend its rules, so a legislative fix was sought. The bill passed. OBI supported.

*HB 3814: This bill allows alternative compliance methods for fecal bacteria levels in wastewater released by seafood processors, solving a longstanding challenge for the sector. The bill passed. OBI supported.

SB 679: This bill would have provided a litigation pathway for parties harmed by "climate disasters," which included any weather event or natural disaster, to sue "responsible parties" for the production, storage and sale of fossil fuels of at least one billion metric tons of carbon dioxide emissions. The bill died. OBI opposed.

SB 680: This bill would have increased litigation against businesses for environmental marketing claims, including very general claims. The bill died. OBI opposed.

SB 681: This bill would have prohibited the state from investing in fossil fuels despite the state's fiduciary duty to maximize returns. The bill died. OBI opposed.

SB 682: This bill would have imposed strict retroactive liability on fossil fuel companies identified as significant carbon emitters and identified "responsible parties" that must pay into a Climate Superfund Cost Recovery Program to address "climate damages." The bill died. OBI opposed.

SB 685: This bill requires utilities to notify customers when they blend hydrogen with natural gas to reduce carbon emissions. Significant negotiations yielded a compromise under which customers must be notified when a natural gas blend includes more than 2.5% hydrogen. Notification can be included in customer bills. The bill passed. OBI opposed.

SB 688: This bill requires additional regulation of electric utilities to reduce greenhouse gas emissions, increase energy efficiency, improve safety and reliability, use more energy from community solar sources and enhance services to low-income customers. The bill passed. OBI opposed.

SB 747: This bill would have required farmers with at least 200 acres of irrigated land to file annual fertilizer-use reports with the state Department of Agriculture, which almost certainly would have led to more regulation of fertilizer content and usage. The bill died. OBI opposed.

SB 1102: An amendment was introduced to this placeholder bill in early April that would have created greenhouse gasreduction requirements for investor-owned utilities in addition to those required by HB 2021, a heavily negotiated bill from the 2021 legislative session. The rigid requirements were unworkable and would have increased power costs for Oregonians and businesses. The bill died. OBI opposed.

SB 1187: This bill would have created a Climate Superfund Cost Recovery Program to recover speculative costs possibly related to climate change. Businesses deemed responsible for climate change would be required to pay into the program. The bill died. OBI opposed.

SB 1153: This bill would have added a requirement to analyze the transfer of water rights and whether such a transfer would serve the public interest. While the bill didn't overtly authorize the taking of water rights, it set the stage for far more intervention by the Oregon Water Resources Department in water-right transfers. The bill died. OBI opposed.

SB 1154: As introduced, this bill proposed many changes to groundwater protection statutes that involved six different state agencies, imposed scientifically unsupported restrictions on agricultural operations and restricted residential development and well installation in rural areas. Bill proponents removed many objectionable provisions to bring opponents to neutral. The bill passed. OBI was neutral.

SJR 28: This bill would have referred to the ballot a constitutional amendment creating an expansive right to a clean, safe and healthy environment for current and future people and giving broad authority to individuals to sue over impacts, including those which are ill-defined and possible (even if not actual). It would have entitled prevailing parties "securing protection for public safety or health interests" in related lawsuits to collect litigation costs. The resolution died. OBI opposed.

Government Programs and Operations

HB 2005: Originally a study bill, this was amended to focus on involuntary commitment statutes and other mental health policies.

Notable from OBI's perspective is its inclusion of super-siting authority to locate mental health facilities. Addressing mental health issues, including infrastructure, is important. OBI notes the bill here because it demonstrates that super-siting can be a valuable tool for stated priorities, but OBI and allied groups have had little success convincing legislators to use similar authorities for important economic development opportunities. The bill passed. OBI had no position.

*HB 2138: This bill, introduced at the request of Gov. Kotek, contains a number of provisions encouraging the development of higher-density housing, including clustered housing and multifamily housing. The bill passed. OBI supported.

*HB 2402: This bill would have required regulatory agencies to review administrative rules and amend them to ensure simplicity and eliminate redundancy. The bill died. OBI supported.

*HB 2454: This bill as introduced would have created a legislative audit officer to investigate and evaluate executive branch agencies and created a mechanism for legislators to verify that agency regulations followed legislative intent. The bill was passed by a committee, then died. OBI supported.

HB 2640: This bill would have decriminalized the theft of "basic need items" like food, water, clothing, medical supplies and tents. The bill would have made businesses more vulnerable to theft and endangered employees. The bill died. OBI opposed.

*HB 2690: This bill would have created the Health Insurance Mandate Review Advisory Committee to review proposed coverage requirements. The proposal would have ensured that the costs and benefits of proposed mandates received an overarching review before being considered by the Legislature. The bill was passed by committee, then died. OBI supported.

*HB 2692: This omnibus regulatory reform bill was designed to make rulemaking more transparent, consistent, fair and accountable. The bill contained several ideas to improve process, information and outcomes. It received a hearing, then died. OBI supported.

HB 2950: This bill would have required the Department of Land Conservation and Development to update one specific statewide land use planning goal relating to citizen involvement, potentially leading to changes that would make development more difficult. Amendments moved OBI from opposition to neutrality. The bill died. OBI was neutral.

*HB 3031: This bill creates a program to help fund infrastructure projects that support housing developments. The program makes grants, loans and forgivable loans available to cities, counties and other entities. Housing projects supported by this program must be affordable for very low-income, low-income or moderate-income households. The bill passed. OBI supported.

*HB 3069: This bill consolidates several existing public-safety grant programs within a new Oregon Public Safety Coordination Grant Program within the Oregon Criminal Justice Commission, including the Organized Retail Theft Grant Program. The bill expands eligibility for that program and clarifies authorized uses. The language related to the Organized Retail Theft Grant Program originated in SB 275A. The bill passed. OBI supported the retail theft components of this bill but otherwise had no position.

*HB 3091: This OBI bill, intended to address "moving-target permitting," would have prohibited the Department of Environmental Quality from requiring permit applicants to comply with requirements not in effect at the time of application. The bill also would have required the department to expedite applications when it had missed the deadline for final action. The bill died, but legislators expressed interest in future action. OBI supported.

*HB 3107: This bill would have allowed regulated entities to pay a premium to the Oregon Department of Environmental Quality to ensure the timely processing of permits. The bill died. OBI supported.

HB 3193: The bill would have required the Oregon Health Authority to establish a permanent farmworker disaster relief program. The overly broad bill would have allocated \$10 million per year to a nonprofit even as the Bureau of Labor and Industries, which also serves farm workers, continues to be underfunded. The bill died, but \$12.5 million was allocated in budget bills to the nonprofit. OBI opposed.

*HB 3382: This OBI bill would have required the creation of a central website that would have made it easier to follow the many rulemaking efforts undertaken by state regulatory agencies. It passed out of committee unanimously but died in the Joint Committee on Ways and Means. OBI supported.

HB 3390: This bill would have allowed the Legislature to write the ballot title for any measure referred by the Legislature or resulting from a citizen referendum, a sweeping change to longstanding electoral law, under which legislators exercise similar authority only for specific matters. Consideration of the bill coincided with debate over HB 2025, the controversial transportation package that was under threat of a referendum. The bill passed the House, then died in the Senate. OBI opposed.

*HB 3588: This bill requires the Secretary of State's Office to accept a commercial mail receiving agency as a business entity's principal office if it matches the business' physical street address. Existing law requires businesses to include a physical street address. The bill passed. OBI supported.

HB 3592: This bill would have created the Oregon Commission on Artificial Intelligence to monitor the use of AI technology in Oregon and report on long-term policy implications. The bill died. OBI took no position.

HB 3687: This bill as introduced would have barred the use of supermajority requirements for local tax increases, thereby making it easier for cities and counties to raise local taxes. An amendment retained the ability of voters to amend charters to require supermajorities. The measure passed. OBI opposed the bill as introduced but was neutral after the amendment.

*HB 3918: This bill, modeled on a Washington state executive order, would have adopted requirements to accelerate the processing of permit applications and hold agencies accountable for failing to process applications in a timely manner. The bill died. OBI supported.

*HB 5005: This budget bill supports the Oregon Criminal Justice Commission and contains roughly \$4.7 million for the Organized Retail Theft Grant Program. The bill passed. OBI supported.

*SB 6: This bill, as introduced, would have required building permit applications to receive action not later than 45 days after submission; an agency's failure to act within that window would result in application approval. The bill would have accelerated administrative review of housing projects, an important step in addressing Oregon's housing issues. An amendment narrowed the bill's applicability, but it did not help its chances. The bill died. OBI supported.

SB 141: This bill, introduced at the request of Gov. Kotek, adopts a number of accountability measures for public schools. These include the measurement of student outcomes, training requirements for underperforming schools and the streamlining of reporting and other rules. The bill passed. OBI supported.

*SB 275: As amended, the bill would have broadened Organized Retail Theft Grant Program eligibility and allowed recipients to use the money to buy a wider array of equipment to combat organized retail theft. It passed the Senate, then died in the House. However, the bill was incorporated into HB 3069, which passed. OBI supported.

*SB 370: This bill would have required the Legislative Policy and Research Office to produce a summary of rules from the past two years and distribute it to interim legislative committees for review. This would have increased scrutiny of Oregon's difficult and often disjointed regulatory environment. The bill received a hearing, then died. OBI supported.

*SB 482: This bill would have prohibited agencies from adopting rules without the required statutory authority. The bill died. OBI supported.

*SB 483: This bill would have required the Legislative Policy and Research Director to study methods for legislative oversight of administrative rules. The bill would have increased scrutiny of Oregon's regulatory agencies and its complex, and often disjointed, regulatory environment. The bill received a hearing, then died. OBI supported.

SB 602: This bill would have established a Nonprofit Organization Advisory Council to recommend criteria governing the award of state grants and contracts to nonprofit organizations. Among other problems, the bill's language conflated state grant-making with procurement, and it would have created a system that focused exclusively on a narrow subset of nonprofits rather than adopting a broader and more balanced approach to system improvements. The bill died. OBI opposed.

*SB 960: This bill extends the Organized Retail Theft Grant Program, which supports work by local governments and law enforcement to combat organized retail crime. The bill would have increased funding to \$10 million for the 2025-27 biennium. The funding portion of the bill was incorporated into HB 5005, which passed. The bill passed. OBI supported.

*SB 974: This bill, intended to help address Oregon's housing affordability problem, sets a deadline for cities and counties to make land use determinations for residential development and streamlines zone changes. The bill passed. OBI supported.

HJR 3: This bill would have imposed a minimum number of signatures on a county-by-county basis to qualify an initiative for the ballot. It also would have prohibited people who are not eligible to vote in Oregon from contributing to ballot measures. These requirements would have been onerous and unconstitutional, respectively. The bill died. OBI opposed.

HJR 11: This bill would have increased the number of signatures required to qualify a measure for the ballot and required the collection of a minimum number of signatures per congressional district to qualify a measure for the ballot. The bill died. OBI supported.

Product and Service Regulation

HB 2062: This bill would have established an "extended producer responsibility" recycling program for batteries even though Oregon is already working to implement two costly, large-scale recycling programs, one of which applies to electronics. The bill died. OBI opposed.

HB 2679: This bill would have reclassified neonicotinoid pesticides as restricted-use pesticides, which are subject to more stringent and costly regulations. Neonicotinoids are safe and widely used pesticides that replace older and far more toxic pesticides. The bill died. OBI opposed.

HB 2871: This bill would have required businesses for which public contracts account for at least 20% of revenue to report detailed financial information. Such a requirement would have imposed an unnecessary administrative burden for many businesses and reduced the number bidding for public contracts. The bill died. OBI opposed.

HB 2961: This bill as introduced would have required half the parking spaces at new multifamily housing units and commercial facilities to have electrical charging capacity. The bill was amended to lower the requirement. Nonetheless, it would have placed an unnecessary and costly burden on housing suppliers despite Oregon's housing affordability crisis. It would have placed an unnecessary and costly burden, too, on commercial property owners despite Oregon's anemic economic growth. The bill died. OBI opposed.

HB 3179: This bill inserts additional restrictions for utility rate increases, which sounds good for consumers but ultimately jeopardizes the safety and reliability (and therefore cost) of utility infrastructure. It also does not recognize the impact state regulations and laws have on consumer energy prices. The bill passed. OBI opposed.

HB 3234: This overly broad bill would have subjected health insurers to civil liability for activity that reduced timely consumer access to health care for a sweeping collection of reasons. The bill died. OBI opposed.

HB 3255: This bill would have required businesses that operate mostly online to list a "permanent" phone number and email address and respond to customer complaints within 24 hours. The bill would have created significant new financial and administrative burdens for online businesses. The bill died. OBI opposed.

HB 3423: This bill would have prohibited the use of certain information, including credit history, sex and marital status, in setting insurance rates despite industry best practices. The restriction would have increased the cost of insurance and forced low-risk people to subsidize insurance for high-risk people. The bill died. OBI opposed.

HB 3512: This bill would have prohibited the sale of certain products containing perfluoroalkyl and polyfluoroalkyl substances (PFAS). While PFAS are being phased out of many products, the bill would have expanded the definition of PFAS significantly and hindered the recycling of material with trace amounts of the substance. The bill died. OBI opposed.

HB 3533: This bill would have required ads and quotes for consumer goods and services to include all of the fees a buyer would need to pay even if those are unknown until a transaction is complete. The bill contained exemptions for shipping charges and taxes and fees imposed on transactions. The bill died. OBI opposed.

HB 3860: This bill would have prohibited publicly traded contractors – a small industry subset – from collecting more than 50% of the contract price before substantially completing certain home projects. The bill, ostensibly aimed at "fly by night" contractors, instead targeted businesses that generate very few complaints. It was a solution in search of a problem. The bill died. OBI opposed.

HB 3899: This sweeping data-privacy bill would have fundamentally altered the policies in SB 619, adopted in 2023 after extensive negotiations with a wide variety of stakeholders, including OBI. When the bill was introduced, in fact, SB 619 had been in effect only six months. Compliance with SB 619 was already costly and labor-intensive for businesses, and particularly burdensome for small businesses. HB 3899 would have compounded those problems. Though the bill died, a scaled-back version was incorporated into HB 2008, which passed. OBI opposed.

HB 3984: This bill was introduced as a placeholder but amended to require PacifiCorp to pay plaintiffs harmed by the 2020 Labor Day fires taxes owed on settlements and judgements related to wildfire claims. OBI provided feedback about the infeasibility of the proposal. The bill passed the House but failed in the Senate. OBI opposed.

SB 88: This bill would have limited costs utilities can recoup in rates – an area already regulated tightly by the Public Utility Commission. It effectively would have banned utilities from spending money in certain ways, including charitable giving. The bill died. OBI opposed.

SB 174: This bill would have authorized a private right of action and class actions through Oregon's Unlawful Trade Practices Act for alleged violations of insurance regulations. It contained no exemption for workers' compensation insurance, which is governed by an entirely separate body of law and remediation process. The bill passed in the Senate but died in the House. OBI opposed.

*SB 300: This bill exempts retailers and other entities from stringent regulations governing private security firms, correcting the unintended consequences of a 2021 bill (HB 2527) that applied licensure requirements meant for contract security firms to businesses with in-house security staff. The bill passed. OBI supported.

SB 430: This bill increases disclosure requirements for online retailers, creating a compliance burden that will affect small businesses disproportionately while raising costs for consumers. The bill passed. OBI opposed.

SB 526: The bill would have required microfilter filtration systems on washing machines sold in Oregon. Such filters are not required by any other jurisdiction in the world. The bill died. OBI opposed.

SB 686: This bill would have required online platforms to pay digital news providers for the use of their content and would have created a complicated and costly new state bureaucracy for assessments and disputes. The bill died. OBI opposed.

SB 926: This bill would have prohibited electricity providers from recovering costs and expenses related to wildfire liability from ratepayers, put other restrictions on a company's use of funds and interfered with longstanding due process rights for certain companies. In doing so, SB 926 would have undermined the separation of legislative and judicial powers. The bill died. OBI opposed.

SB 1196: Language in this placeholder bill was replaced late in the session by an amendment that would have allowed recreation providers such as ski areas to require customers to sign waivers of liability for ordinary negligence (but not gross negligence), as is allowed in every other western state. This bill would have given recreation providers a degree of liability protection needed to discourage insurers from leaving the Oregon market, depriving Oregonians of recreational opportunities, harming businesses and eliminating jobs. The amendment to SB 1196 echoed a similar bill, HB 3140, that failed to advance during the session. The bill died. OBI supported.

Labor and Employment

HB 2548: This bill would have created the Agricultural Workforce Labor Standards Board to set workplace standards, wage rates and conditions for dismissal, among other things, for agricultural workers. The bill was amended to be a study on the underlying concept and related issues. The bill passed. OBI opposed the original bill but took no position on the study.

HB 2688: This bill applies prevailing wage requirements from construction to work conducted off-site, including fabrication work done for a project by manufacturers in their own facilities. The bill passed. OBI opposed.

HB 2799: This bill as introduced would have removed the cap on awards for costs and attorney fees incurred by workers in disputes over workers' compensation claims. This would have encouraged extended litigation involving costs. However, amendments narrowed the effect of the bill, which ultimately established higher – but capped – awards for costs barring extraordinary circumstances. The bill passed. OBI opposed the bill as introduced but was neutral on the amended version.

HB 2866: This bill would have allowed employees who are not union members to voluntarily pay in-lieu-of dues for union representation. The bill would have increased the influence of unions in workplaces in which workers had not chosen to unionize. The bill died. OBI opposed.

HB 2957: This bill as introduced would have eliminated the 90-day limit for plaintiffs to file a lawsuit in court alleging violations of antidiscrimination laws after the Bureau of Labor and Industry has dismissed the complaint. The 90-day limit has been particularly important because Oregon has a uniquely lengthy period for filing discrimination complaints - five years. OBI was able to negotiate an amendment that imposes a one-year limit if BOLI finds the claim is not supported by evidence, potentially reducing the period of uncertainty for employers who have already had to suffer through a BOLI investigation. The bill passed. OBI opposed the bill as introduced but took no position on the amended version.

*HB 3181: This bill, designed to improve workforce training, would have established a task force on youth apprenticeship. It died. OBI supported.

HB 3187: This bill as introduced would have allowed the use of various proxies for age, including salary, length of employment and pension eligibility, for age discrimination in employment decisions (which is already illegal). Amendments eliminated the bill's proxy language. Ultimately, the bill bars prospective employers from asking applicants for their date of birth or graduation date before completing an initial interview or making a conditional offer of employment. The bill passed. OBI opposed the bill as introduced but took no position on the amended version.

HB 3838: This bill would have created the Home and Community-Based Services Workforce Standards Board, an appointed body that would have established training and workplace standards for home-care workers. The bill died. OBI opposed.

HB 3410: An amendment to this placeholder bill addresses problems with SB 951 (see below), which prohibits noncompete agreements for doctors and nurses. While the bill contains some important fixes to SB 951, it also contains language that retroactively invalidates noncompete agreements, likely violating the Contract Clause of the U.S. Constitution. The bill passed. OBI opposed.

HB 3881: This bill would have required contractors working on public school construction projects to follow apprenticeship requirements. In effect, the bill would have mandated project labor agreements on these projects, increasing costs and excluding many contractors. The bill died. OBI opposed.

SB 176: The bill, among other things, would have prohibited businesses from making employment decisions based solely on a person's status as a medical marijuana cardholder or their status as a cardholder who tested positive for cannabinoids. This bill would have eroded workplace safety and put employers at odds with various drug free workplace requirements. The bill died. OBI opposed.

*SB 397: This bill sought common-sense enforcement of existing Oregon law covering meal and rest breaks. Employers currently face stiff penalties even if employees voluntarily cut mandatory break periods short by even one minute to return to work. The bill would have allowed break calculations to be rounded, as they are in other states. The bill received a hearing but died in committee. However, it is similar to SB 1044 (see below). OBI supported.

SB 426: This bill will make contractors and property owners liable for the failure of subcontractors to pay their workers, something that is already illegal and has a remedy in law. The bill will increase the cost of construction and development. The bill passed. OBI opposed.

SB 906: This bill as introduced would have required pay stubs to show, in plain language, the amount and purpose of each deduction, even when many deductions are required by the government, not the employer. Drastically changing pay stub information in this fashion would have created a significant burden for businesses, especially small businesses, particularly when pay stub information is easily deciphered with a simple internet search. OBI negotiated an amendment that requires employers to produce a glossary for pay rates and deduction codes, which can be posted online. The bill passed. OBI opposed the bill as introduced but took no position on the amended version.

SB 916: This bill makes workers (both in public and private employment) who voluntarily leave work to strike eligible for up to 10 weeks of employer-paid unemployment insurance benefits. The bill passed. OBI opposed.

SB 951: This bill limits the ability of people who are not licensed medical providers from controlling medical practices. It also prohibits noncompetition and nondisparagement agreements. The restrictions excluded certain types of medical and care facilities. The bill contained language, particularly regarding noncompete agreements, that was confusing and conflicted with other laws. Rather than address those problems in the bill directly, legislators amended HB 3410 (above). The bill passed. OBI opposed.

SB 968: This bill would have limited the ability of employers to collect wage overpayments through paycheck deductions. As introduced, the bill would have required employers to sue their own employees to collect overpayments – effectively punishing businesses for human errors. After much effort, the bill was amended to apply only to public employers. The bill passed. OBI opposed the bill as introduced but took no position on the amended version.

*SB 1044: This bill would have defined "work time" as not including meal periods and revised penalties for violations of mandatory break laws. The bill, like SB 397 (above), was intended to address the tendency of employers to incur exorbitant penalties when employees voluntarily cut mandatory meal times short. The bill received a hearing, then died. OBI supported.

SB 1108: This bill as introduced would have created a leave law allowing employees to take up to four hours of paid leave to donate blood. OBI negotiated amendments to make blood donation another leave purpose allowable under Oregon's sick time law. The bill passed. OBI had no position on the amended version.

SB 1119: This bill would have prohibited employers from engaging in "unfair immigration-related practices," defined as threatening to contact federal immigration authorities or taking adverse actions because of an employee's immigration status. OBI negotiated a narrowing of the bill to apply only to employees engaged in whistleblowing activity, which is protected by current law. The bill died. OBI opposed the bill as introduced but had no position on the amended bill.

SB 1148: This bill as introduced would have given employees the right to use employer-provided short-term disability insurance leave before using paid family leave. Doing so would have encouraged employers to terminate such plans, benefiting no one. The bill eventually was amended to clarify how such plans work with Oregon's relatively new paid leave law. It passed. OBI opposed the bill as introduced but took no position on the final version of the bill.

Transportation and Infrastructure

HB 2025: The proposed 2025 transportation package would have raised almost \$15 billion over the next 10 years thanks to a long list of new and higher taxes and fees. An amended version eliminated some of the new taxes and lowered others, reducing revenue to an estimated \$11.7 billion over 10 years. The bill died. OBI opposed.

HB 2153: This bill would have doubled the tax on jet fuel and adjusted the rate for inflation biennially. The tax would have increased costs for airlines, which in turn would have increased prices for travelers or reduced services. The bill died. OBI opposed.

HB 2184: This bill would have issued general obligation bonds to replace the Hood River-White Salmon Bridge, which is narrow, obsolete and lacks access for bikes and pedestrians. Though the bill died, the project was funded by an appropriation bill, HB 5006. OBI supported.

*HB 3050: This bill would have directed Business Oregon to set up a loan and grant program for Oregon container port projects, focused on Terminal 6 at the Port of Portland. It would have created a statutory grant program to support a \$20 million capital investment program. Though the bill died, another bill (SB 5531) allocated \$20 million in lottery bond funding for Terminal 6. OBI supported.

*HB 3088: This bill would have established the Task Force on Sustainable Aviation Fuel (SAF) to explore the availability and utilization of SAF in Oregon. The bill called upon the task force to evaluate feedstocks sources, future research needs, examine transportation and distribution methods and determine the need for incentives to encourage SAF production. The bill died. OBI supported.

HB 3362: This bill would have established a 4% tax on the retail sale of tires with revenue earmarked for rail transit, mitigating tire pollution and wildlife crossings. Not only was the tax itself worrisome, but the bill also diverted funds to non-highway trust fund uses. The bill died. OBI opposed.

*SB 921: This bill as amended would have authorized the Oregon Infrastructure Finance Authority to authorize a loan to the Port of Coos Bay for shipyard repairs. The bill died. OBI supported.



Helpful Resources

OBI's Oregon Competitiveness Agenda:

The Oregon Competitiveness Agenda, published in advance of the 2025 session, contains numerous proposals for improving Oregon's business climate, affordability and economic health. You can find it at *tinyurl.com/frs8h59f*.

Oregon Legislature - General Info:

The Legislature's website features information about the legislators, legislative calendar, Capitol and other more general information. Visit *oregonlegislature.gov*.

Oregon Legislative Information System (OLIS):

For detailed information on specific bills or resolutions, votes, analyses, committee meetings and other information from the 2025 session, visit OLIS at *olis.oregonlegislature.gov*.

Economic and Revenue Forecasts:

Legislators rely upon these quarterly forecasts, which are compiled by state economists, to create and adjust budgets. Visit *oregon.gov/das/oea/pages/forecastecorev.aspx*.

Public Finance Basic Facts:

This annual publication by the Legislative Revenue Office provides almost everything you need to know about taxes in Oregon. *oregonlegislature.gov/lro/Documents/Basic%20Facts%202025.pdf*.

Oregon Employment and Economic Data:

The Oregon Employment Department makes research and data on a range of topics available at qualityinfo.org/.

Business Tax Burden Report:

The OBI Research and Education Foundation published this often-cited report by Ernst & Young outlining the growing business tax burden in Oregon: oregonbusinessindustry.com/obi-releases-report-on-oregons-business-tax-burden/.

National Affiliates:

OBI is Oregon's affiliate for the U.S. Chamber of Commerce, the National Association of Manufacturers and the National Retail Federation. You can learn more about them and their federal policy work at their respective websites – *uschamber.com*, *nam.org* and *nrf.com*.

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