



May 9, 2019

To: Chair Williamson
Vice-Chair Gorsek
Vice-Chair Sprenger
Members of the House Committee on Judiciary

RE: UFCW Support for SB 726A, The Oregon Workplace Fairness Act

Dear Chair Williamson, Vice-Chair Gorsek, Vice-Chair Sprenger and members of the House Committee on Judiciary:

I write to you in support of SB726A, on behalf of United Food and Commercial Workers (UFCW) Local 555. Oregon's largest private sector union, our 25,000 members are spread throughout Oregon and SW Washington. We represent workers in retail, pharmacy, manufacturing and more. On behalf of our members I urge you to **support HB726A.**

UFCW Local 555 supports SB 726A, which would better protect workers that have faced discrimination in the workplace. We know that current laws don't go far enough to protect harassment victims at work. We support SB 726A because it is past time for our society to make it clear that sexual harassment and discrimination will no longer be tolerated.

We know that it takes more than a year for most victims to come forward because they feel shame and they fear retaliation. With 75% of women facing retaliation from a sexual harassment claim, this is a legitimate fear. Workers in low wage industries are especially vulnerable as they are the most likely to face discrimination in the workplace and are the least likely to seek remedy. By expanding the statute of limitations, harassment allegations can be brought forward from one year to five years, we're giving all of our workers a fair shot at justice.

UFCW urges you to **support SB726** and vote YES to better protect victims of workplace harassment.

Thank you for your time and consideration.

Sincerely,

A handwritten signature in blue ink that reads 'Jeff Anderson'. The signature is written in a cursive, flowing style.

Jeff Anderson
Secretary-Treasurer
UFCW Local 555