

# Meyer Stephenson

Employment Law

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**March 16, 2021**

**Via Email**

Senate Committee on Judiciary and Ballot Measure 110 Implementation

**Re: SB 483**

Chair Prozanski and Members of the Committee:

Thank you for to the Committee for the opportunity to testify regarding SB 483 on behalf of the Oregon Trial Lawyers Association. OTLA members are lawyers who fight for the underdogs – in this case, those are Oregonians that face retaliation as a result of their modest hope to work in a safe work environment.

OTLA members routinely fight for workers that face unsafe working conditions. These conditions are not trivial and our members report that workers still face conditions such as asbestos, toxic chemicals, and numerous other hazards. OTLA members report workers of color are disproportionately subjected to such conditions and, due to a host of reasons, these workers are less likely to obtain a remedy when they are subjected to workplace retaliation.

SB 483 helps to level the playing field so that workers that experience retaliation for reporting workplace hazards have a stronger likelihood of access to justice and accountability. Further, the bill creates an incentive for employers to carefully train employees and swiftly address unsafe workplaces. Finally, crucially, the -1 amendment makes clear that this bill would not permit courts to use the 60-day threshold to create a reverse inference that would limit existing law related to temporal proximity between protected activity and retaliation.

We thank the Committee for your work to keep Oregon workplaces safe and support any effort that will accomplish this shared goal.

Sincerely,  
Christina Stephenson