

February 10, 2021

**Links to References Made During the Testimony of Rob Bovett,  
AOC Legal Counsel and Legislative Director, before the  
Senate Committee on Judiciary and Ballot Measure 110 Implementation and the  
House Committee on Judiciary House Subcommittee on Equitable Policing**

- [Prior testimony](#) from last year regarding PECBA.
- A New York Times [editorial](#) from last year.
- From today's [OSP presentation](#), Slide 23:
  - Impacts of Arbitration Process
    - Uncertain outcomes challenge employer to settle matters to ensure employee accountability
    - Overturned decisions can undermine management efforts to correct or change behavior in particular cases and Department wide
    - Burden of proving Just Cause is on the employer as opposed to proving discipline was appropriate in light of public policy
- [Topical AOC principles](#) (adopted by AOC on February 8, 2021)
  - **Support** bills that help repair or replace the broken PECBA police discipline arbitration system with a system that promotes due process, accountability, and public trust.
  - **Oppose** bills that do not meet this standard and cause harm.

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