



Oregon's Employers Oppose SB 851

It is unnecessary, and it would create confusion and duplication while jamming up Oregon's already strapped legal system.

- Hostile work environments are already precluded under longstanding federal and state laws. Employees already have several avenues for remedies in hostile work environments, including:
 - Title 7 of the Civil Rights Act of 1964
 - The Americans with Disabilities Act
 - The Family and Medical Leave Act
 - ORS Chapter 659A
 - Intentional Infliction of Emotional Distress law

- The -1 amendment allows a private right of action against employers for day-to-day management decisions that have nothing to do with bullying or hostile workplaces, such as promotions, demotions, or work assignments.

- The -1 amendment even allows lawsuits against employers for disagreements between employees even when the employer had no part in causing psychological harm.

- Oregon's courts should not be tasked with reviewing day-to-day employment decisions. They are already overburdened.

- Employers would be required to justify everyday decisions in the context of "economic necessity" even though there may be many other good management reasons for a decision.

SB 851 would broadly allow legal review of day-to-day business decisions and employee relationships and unnecessarily duplicates remedies already available to employees.

Please join Oregon's businesses in opposing SB 851

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