

Submitter: Tom Hope

On Behalf Of:

Committee: Senate Committee On Labor and Business

Measure, Appointment or Topic: HB3024

Please vote against HB 3024.

When you vote on a new law, do not just imagine the "blue sky" promises of its supporters. Visualize the actual incentives it creates.

Current unemployment insurance provides a backstop for workers who lost their jobs through no fault of their own, i.e. layoffs, a closed factory or other similar "bad luck" events. Good employees are protected from bad luck. Employers and taxpayers provide this similar to an insurance policy.

Oregon law will not backstop employees who are terminated for "cause" like intoxication, insubordination or other symptoms of a poor employee. Someone who was fired must find and keep new employment long enough to show they can do it before they qualify for benefits at the next job loss.

HB 3024 removes the fear of losing a job for poor behavior or "up and quit" actions. This makes it even easier to game the system to make Oregon taxpayers and employers, people who did it right, to subsidize losers who do it wrong. "Take This Job and Shove It" makes a great country song but terrible public policy. It incentivizes the wrong things.

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