

Regarding HB 2856

Every employee has a right to be informed of the protections they are afforded under the law, but HB 2856 appears to go well beyond simply informing employees of their rights to such a degree that it has the potential to create a culture of distrust within the workplace. The idea that we would send government workers out into the field to operate in a capacity that appears to be well outside the traditional mission of the agency is simply astounding.

I am further bothered by BOLI's seemingly never-ending obsession with dictating every aspect of the employer-employee relationship. As an employer, I take pains to ensure that my employees are informed of their rights and that I am affirming their rights in my role as the small business owner. Beyond simple workplace education programs, my business posts every workplace related poster that is required to be posted under Oregon law. If an employee were to have additional questions, I trust their ability to log onto the internet and find additional information or call BOLI to seek help. I am also concerned of unintended consequences that if HB 2856 were to be implemented, it could create tension between workers and employers that did not exist prior to its adoption.

It's also amazing that this bill is being brought forward at a time when we're in a budget environment that has been described by the majority party as very difficult. HB 2856 would expand the scope of government by an unknown amount at a time where we should be looking at reining in costs, not increasing them. Something we hardly need right now is the state government spending more taxpayer money creating more state jobs.

Finally, BOLI should be looking for ways to build trust and cooperation between employers and employees instead of constantly trying to insert itself in an adversarial manner. When employers and employees can work together in an environment of mutual respect and trust, the workplace becomes more productive and the prospects of better pay and greater opportunities increase dramatically. I believe this can be accomplished **without** a new law and **without** taxpayer dollars funding a new state program.

Thank you,

Greg Barreto, State Rep, HD-58