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March 5, 2017

**Via Email**

House Business and Labor Committee

**Re: Testimony in Support of House Bill 2193 on behalf of the Oregon Trial Lawyers Association**

Chair Holvey and Members of the Committee:

Thank you for the opportunity to testify in support of HB 2193, a bill to give employers and employees better tools to effectively manage employee schedules. Oregon Trial Lawyers Association (OTLA) members fight for workers who face on-the-job discrimination for reasons such as their race, gender, disability, sexual orientation, or religion.

HB 2193 will help to address one area of implicit bias and discrimination in Oregon workplaces. For example, employers may hold stereotypes about employees - that are unrelated to their merit - simply because they need to be able to plan for childcare. OTLA members report that the negative consequences of scheduling uncertainty are disproportionately borne by women and minorities in our communities. In addition, employees with disabilities and those with primary caregiving responsibilities struggle to meet their personal and professional obligations when they are not allowed a predictable schedule. If all employees are afforded predictability in their schedules, employees with special needs would not be singled out.

In addition to providing important protections, HB 2193 also provides a fair mechanism to ensure the final law will be enforceable. OTLA supports the effort to make workplaces fair and urges a yes vote on HB 2193.

Sincerely,

*/s/ Rebecca Cambreleng*

Rebecca Cambreleng  
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