



**Oregon's Local Chambers of Commerce
Oppose SB 301**

The Oregon State Chamber of Commerce represents over 84 local Chambers of Commerce and 24,000 local businesses in every corner of Oregon. OSCC opposes SB 301.

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The Oregon Supreme Court ruled in the 2010 case *Emerald Steel Fabricators, Inc., v. Bureau of Labor and Industries* that Oregon law does not require employers to accommodate the use of federally-defined illegal drugs, including marijuana, that is otherwise allowed under state law. The decision gave local employers long-awaited permission to implement effective 'zero tolerance' workplace drug policies.

Senate Bill 301 creates an unlawful employment practice for conditioning employment on refraining from off-duty use of any substance that is lawful to use in this state.

By definition, a 'zero tolerance' drug policy discriminates against users of federally-defined illegal drugs. SB 301 conflicts squarely with an employer's right to implement a 'zero tolerance' policy.

Although the bill creates an exception for impairment at work, there is currently no recognized test for whether an employee is impaired or "under the influence" by their use of marijuana.

It is effectively impossible for employers to prove impairment at work, and therefore not possible to guarantee the safety of employees who may work in already dangerous conditions.

Members of the Oregon State Chamber of Commerce are diverse in the businesses they conduct, the employees they hire and the work environments they operate within. SB 301 directly conflicts with an employer's right to implement effective workplace drug policies to keep the workplace and the general public safe.

Please Oppose SB 301.

Submitted by:

A handwritten signature in blue ink that reads "Alison Hart". The signature is fluid and cursive, written over a white background.

Alison Hart, Executive Director
OSCC