

2/21/17

Chair Prozanski and members of the Judicial Committee,

I support SB 301, which halts businesses from firing employees for using a substance that Oregon voted to legalize. Some Oregonians that support legalization were weary of Measure 91 because it did not address the problem of employers being able to fire employees for their off the clock use of cannabis. When I was collecting the initial signatures for the first incarnation of Measure 91, one voter refused to sign the petition because it did not address this issue. I understand the frustration and feeling that cannabis will never fully be legalized unless employees are able to use to cannabis when off the clock.

This issue is about fairness. Alcohol can sicken an individual for an entire next day and cannabis is very unlikely to debilitate a person for longer than 4-6 hours and it is even less likely to debilitate a person the next day. If cannabis use affects an employee's performance the employer has plenty of opportunities to fire the employee for not doing their job or performing well. We are an at will state so any employer can fire an employee for any reason.

I also understand that we may run into issues enforcing SB 301 because the US Drug Free Work Act may be problematic. This is a fight Oregon should take. Oregon tends to be on the right side of history. Please continue this trend by supporting SB 301.

Sarah Duff

Duff Johnson Consulting

Policy Analyst for New Approach Oregon.