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Employment Law

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January 28, 2019

Via Hand Delivery

House Committee on Business and Labor

Re: Testimony in Support of House Bill 2341
On behalf of the Oregon Trial Lawyers Association

Chair Barker and Members of the Committee:

Thank you for the opportunity to testify in support of House Bill 2341. Oregon Trial Lawyers Association members fight for both public and private sector workers who face on-the-job discrimination for reasons such as their pregnancy and disability.

OTLA strongly supports the effort to provide protection to pregnant workers in Oregon. HB 2341 would give both employers and employees the tools they need to keep valuable workers in the workforce.

OTLA members report that the existing legal framework leaves many pregnant employees without the modest job modifications that would allow them to provide for their families.

We commend committee members for all your efforts to improve the quality of life for workers and to provide them on-the-job protections. In order to ensure that the protections passed by the committee are effective, they must be enforceable. By providing employees an enforcement mechanism through ORS 659A.885(3), the committee will be able to ensure workers have access to the essential rights that are supported by this bill.

OTLA supports the effort to help eliminate pregnancy discrimination and urges a yes vote on HB 2341, with amendments providing a private right of action.

Sincerely,
Christina Stephenson