

Chair Prozanski and members of the committee,

I would like to thank the committee for considering SB 379 which would protect an employee's ability to work and be productive members of society. I am on the Board of Directors for OR NORML and Compassionate Oregon. Members of these organizations are faced with a constant conundrum attempting to be normal, productive members of society and yet they face roadblocks because cannabis has been prohibited federally. Oregon voters recognize that prohibition has not worked and they do not want state resources spent punishing people for something similar to using alcohol.

Oregon is an "at will" state that allows employers to fire people for any legal reason, including not performing the duties the job entails. This is enough for an employer to be staffed with people that perform at their job. Oregon does not need discriminatory laws that allow employers to fire people for using substances in their off time that does not affect their job performance.

I have managed multiple restaurants in Oregon and was responsible for hiring and firing. I was always able to keep a staff that was able to work and perform the job duties within each job description without having to rely on discriminatory laws. Please protect Oregon employees so they are not discriminated against for doing what is legal and in case we need a reminder, it is not legal to work while impaired. Please consider using impairment testing like what is offered by the Canary App or the Druid App.

Thank you for your time,

Sarah Duff  
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BOD for OR NORML  
BOD for Compassionate Oregon