

Name: James

Email: [jamesmonda@gmail.com](mailto:jamesmonda@gmail.com)

Comments: Dear Legislators,

As a law enforcement family, we are concerned and offended at the Legislature's consideration of removing fair employment standards from a bargained contract!

Taking a disciplinary action to arbitration is a rare step of only about 1 in 100 cases... Yet it seems that even having a small portion of cases resolve against the employer is too much for the supporters of SB 1567

Although SB 1567 pretends to be about accountability, it is actually making employers less accountable by allowing the type of selective enforcement of policies and discipline that our civil service system and collective bargaining statutes have protected against. Without a "just cause" standard allowing arbitrators to rightly adjust discipline when the employer has acted outside the scope of the labor agreement, we might as well have no contract at all.

Further, considering this measure as the City of Portland is engaging in the exact same negotiations reeks of bad faith bargaining, and the Legislature should not be a party to it.

Legislators: Your law enforcement officers go to work every day willing to put their lives on the line to keep our communities safe. Please don't repay that dedication with a subversion of our bargaining rights. VOTE NO on SB 1567.

Thank you for your time,

Monda