

Comments: OPPOSE SB 1567

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,  
Tom

Name: Jason

Email: North....

Comments: No on SB 1567.

Name: Matt B

Email:

Comments: This is a work around to erode LEOs rights. How many arbitrations come back in favor of the LEO vs the government entity that they work for? Politics has no place in personal matters or discipline decisions!

Name: Laurent Bonczijk

Email:

Comments:  
OPPOSE SB 1567

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,

Laurent Bonczijk

Name: Dustin Lauritzon

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

Comments: I oppose SB 1567

Name: Brad

Email: [brad.jett@portlandoregon.gov](mailto:brad.jett@portlandoregon.gov)

Comments:  
OPPOSE SB 1567

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,

Brad

Name: Jeffrey Haagenon

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

Comments: Dear Oregon Legislators,

I am a current law enforcement officer working in the City of Portland requesting you oppose SB 1567. My fellow officers and I work hard to keep our community safe and we often make the best split-second decisions we are able to. It is important we have fair reviews of discipline when we are disciplined for those decisions. Thank you so much for considering this request.

Jeff Haagenon

Name: Jim Quackenbush

Email:

Comments: As a public servant for the City of Portland for over 20 years, I am extremely 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.

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.

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 collective bargaining rights. VOTE NO on SB 1567.



Name: Carl

Email: <mailto:Sen.LaurieMonnesAnderson@oregonlegislature.gov>

Comments: Please oppose SB1567

Thank you

A concerned officer

Name: Katie

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

Comments: Vote no on SB1567

Name: Parik

Email: [Pariks@hotmail.com](mailto:Pariks@hotmail.com)

Comments: "SB 1567" and "OPPOSE" or "VOTE NO".

I oppose sb1567 and want to vote no.

Name: Vincent Cui

Email: [Vincentcui@portlandoregon.gov](mailto:Vincentcui@portlandoregon.gov)

Comments: OPPOSE SB 1567

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.

We are held to a higher standard more than any public servant, including yourself. Our split second actions are reviewed, analyzed, and interpreted by multiple layers of community groups, our employer, and the local district attorney office. All we are asking is to keep our bargaining rights protected because we know we will be held accountable in the end if we are egregious in our actions or behavior.

Mahalo for your time,  
Vince CUI

Name: McKay

Email: [m\\*\\*\\*\\*\\*@gmail.com](mailto:m*****@gmail.com)

Comments: OPPOSE SB 1567

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,

McKay Fenske

Name: Aaron D.

Email:

Comments: I oppose SB 1567 and it should be voted down. It's sponsors are the same people that routinely target Law Enforcement and soft on criminals.

Name: Derald S Burns

Email: [boggs2612@yahoo.com](mailto:boggs2612@yahoo.com)

Comments: I oppose this bill.

Name: E. K. Anderson

Email: [bagpyp68@gmail.com](mailto:bagpyp68@gmail.com)

Comments: Do not enact this bad legislation. Cops have rights too!!!



Name: Matt H.

Email: [Yman@aol.com](mailto:Yman@aol.com)

Comments: I oppose SB1567 because I believe it will get rid of the "just cause" standard that has been in place for decades.

I also believe this issue to be a bargaining issue and not something to be implemented automatically.

Please vote no on this measure.

Name: Jeremy A.

Email: Jeremy85th

Comments: Please vote no on SB1567. This is unfair to law enforcement.  
Thank you!

Name: Charles

Email:

Comments: OPPOSE 1567

Dear Legislators,

I am troubled and alarmed that the Legislature is considering removing the "just cause" standard from a bargained contract.

The arbitration of a disciplinary action is very rare and when a collective bargaining unit decides to pursue arbitration there is always a glaring error in the decision making process leading to discipline. It is often unjust, unfair, or without good reason.

I have witnessed discipline selectively enforced without just cause for political or perception reasons in my own agency and observed how destructive it is to the subject of that discipline. I am thankful just cause it is the basis for discipline.

The disciplinary GUIDE is touted as the best accountability practice in theory, but has become a frustrating device. The factor not considered is the moral and ethical standards of those who apply it or their lack of knowledge in basic labor law. It can be misused to manipulate the viewpoint of the decision makers applying the discipline and it can be limit the ability of leaders to use discretion. I have witnessed leaders discount the mitigating factors of the disciplinary guide based on their opinion, not realizing that the disciplinary guide and factors for deciding discipline are based on Carroll Daugherty's test and on the precedents and trends set by thousands of arbitration decisions made by the NLRB and ERB.

Agencies allow citizens with no law enforcement experience or knowledge of labor law to use the discipline guide to advise leaders on disciplinary decisions and what level of discipline to advise. SB 1567 will create more civil suits.

Officers put their lives on the line everyday. They are understaffed and operate under multiple layers of questionable oversight that have created a caustic work environment. This bill is unnecessary and takes away basic rights intended to protect the young less experienced officer who only wishes to serve. VOTE NO on SB 1567.

Sincerely,

Charles

Name: David

Email: [D.m@yahoo.com](mailto:D.m@yahoo.com)

Comments: We are hated enough in the city of Portland. Please help us remain strong in the face of so much anger and hate in the city government. People are starting to leave Portland for many reasons, lack of police officers being one. Please help us stay strong for the citizens of Portland.

Name: Ty Garrison

Email: [tyspoon6060@gmail.com](mailto:tyspoon6060@gmail.com)

Comments: OPPOSE SB 1567

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,

Ty Garrison

Name: Peter Braun

Email: [peter.o.braun@gmail.com](mailto:peter.o.braun@gmail.com)

Comments: I am a working police officer as well as a law school graduate. I cannot say how troubled I am by SB 1567. This bill threatens to upend a generation of protection for organized labor, a value I thought that Oregon politicians stood for. This bill would mean that officers like me are singled out for separate treatment, different and worse than other public employees. This only serves to undermine the already shaky belief that our leaders support us in difficult and stressful work. Vote no on SB 1567.

Name: Ron

Email:

Comments:

OPPOSE SB 1567

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,

Ron

Name: Grover

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

Comments: In reference to SB 1567, I implore you to VOTE NO!

I'd prefer the State Legislature not move SB 1567 forward this session, and at least resolve the City of Portland's position and allow the bargaining process to move forward before reconsidering the issue.

Thank you very much for considering my request.



Name: Brandon H

Email: [fish@yahoo.com](mailto:fish@yahoo.com)

Comments: I oppose SB1567. Please vote no on this bill.

Name: Mark

Email: Mp

Comments: Vote no on 1567

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

Name: Angela

Email: [angela0716shops@gmail.com](mailto:angela0716shops@gmail.com)

Comments: OPPOSE SB 1567

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,

Angela Henderson

Name: Craig

Email:

Comments: To whine it may concern,

I am humbly asking you to please oppose SB 1567. This bill undermines due process and our ability to collectively bargain.

During my time as a police officer working for the City of Portland, I have seen first hand the negative hateful rhetoric, by some of our city commissioners, directed at the police. Due to the anti police bias by our elected officials in Portland, I do not have faith that they are responsible enough to use discipline fairly.

By taking away our right to arbitration regarding this matter we will have no tool to combat unjust discipline. I have seen several officers unjustly terminated or disciplined during my career, and i believe that if this bill is approved it could lead to de-policing.

For the benefit of the officers and citizens of the City of Portland, please vote no on SB 1567.

Thank you for taking the time to read my concerns.

-Craig