



February 15, 2021

Chair Bynum, Vice-Chairs Noble and Power, and Members of the Committee:

On behalf of the American Association of University Women (AAUW) of Oregon, we express our support for House Bill 2930.

Society entrusts police officers with awesome power, but appeal by arbitration can be used to ameliorate or avoid commensurate and appropriate disciplinary action for police misconduct.¹ It is important to appreciate that arbitration is a process run and adjudicated by only one person whose decisions are final.

According to a report that analyzed 170 cases from 2011 to 2019, police discipline was overturned or reduced in arbitration about 70% of the time.² This practice cannot continue.

HB 2930 ensures that an arbitrator cannot overturn a police agency's determination of misconduct and resulting punishment if there is evidence to support it. Prior to the initiation of the arbitration process, these issues will have been fully heard by a number of appeals entities and city officials, as well as the law enforcement agency itself. These determinations should not be easily brushed aside.

The creation of a Commission on Statewide Law Enforcement Standards of Conduct and Discipline is also critical. Standards for police conduct should be statewide and not change when one drives from one city or county to another.

HB 2930 also proposes to eliminate discipline guides or matrices from the collective bargaining process. Here again, there should be a statewide standard for police misconduct, and not one that is defined by separate jurisdictions throughout the state.

Statewide consistency rather than piecemeal, jurisdiction-by-jurisdiction rules about law enforcement conduct will benefit both the peace officers who will know the parameters of

¹ See <https://www.theatlantic.com/politics/archive/2014/12/how-police-unions-keep-abusive-cops-on-the-street/383258/>, Conor Friedersdorft, How Police Unions and Arbitrators Keep Abusive Cops on the Street, The Atlantic, Dec. 2, 2014.

² <https://www.inquirer.com/news/a/philadelphia-police-problem-union-misconduct-secret-20190912.html>, William Bender and David Gambacorta, Fired, then Rehired, Philadelphia Inquirer, Sept. 12, 2019.

permissible conduct and the citizens of Oregon who will understand what peace officers should and should not do.

Respectfully,

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