

Submitter: Donna Bleiler

On Behalf Of:

Committee: Senate Committee On Labor and Business

Measure: SB851

I OPPOSE SB 851 AND AMENDMENTS

A long-held principle in employment law is that courts should not act as super personnel departments tasked with reviewing the merits of a given employment decision, except for when the decision involves discrimination. SB 851 would reject that principle and would make Oregon the first state where employers would face lawsuits over demotions, unfavorable reassignments, and when an employee does not receive a desired promotion. Under SB 851, employers would also face lawsuits when disagreements arise between employees. In each situation, an employee would not need to claim or prove the employer acted in a discriminatory manner or, in some cases, that the employer acted at all. This is a substantial change from current employment law protections.