



## State Senator James I. Manning, Jr.

### Senate President Pro Tempore

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**To: Members of the House Committee on Business and Labor**

**From: State Senator James I. Manning, Jr., Senate District 7**

**Date: May 9, 2023**

**Subject: SB 851A**

Chair Holvey, Vice-Chairs Elmer and Sosa, Members of the House Committee on Business and Labor,

My name is James I. Manning, Jr., and I am the Senator for District 7. Today I write in support of Senate Bill 851A, which is intended to address and prevent hostile work environments that subject employees to the experience of workplace bullying severe enough to cause physical or psychological harm.

This kind of harm is different from workplace harassment and discrimination, which the Legislature has addressed over the last several years. After thoughtful conversations with colleagues and stakeholders while the bill was in the Senate, I brought an amendment that better reflects our need for a starting point in tackling this serious issue.

The bill requires the Bureau of Labor and Industries (BOLI) to prepare model respectful workplace policy that employers may adopt. It directs BOLI to create informational materials that identify harms to employees and employers caused by workplace bullying and make the materials available to employers.

We know Oregonians deserve respect and dignity in their workplaces—it's no surprise that SB 851A passed the Senate with strong bipartisan support. This measure encourages that standard by creating public best practices resources on preventing and addressing toxic workplaces.

Colleagues, I urge your support of SB 851A. Thank you for your consideration.

Sincerely,

Senator James I. Manning, Jr.  
Senate President Pro Tempore  
Senate District 7