



410 SE Spruce Street
P.O. Box 1026
Roseburg, OR 97470
Phone 541.672.2648
Fax 541.673.7868
www.RoseburgAreaChamber.org

February 24, 2025

Dear Chair Prozanski and Members of the Senate Judiciary Committee,

The Roseburg Area Chamber of Commerce on behalf of the local businesses we represent throughout rural Douglas County opposes SB 176 as introduced and, specifically, sections 33-35.

In 2010, the Oregon Supreme Court in *Emerald Steel Fabricators, Inc. v. Bureau of Labor and Industries* ruled, finding that the use of medical marijuana, through authorized by state law, was an "illegal use of drugs" under federal law, which preempts state law in these circumstances. The Oregon court held that employers can lawfully take adverse employment actions against employees based on their use of federally illegal drugs. Further, the court upheld an employer's right to implement zero-tolerance drug-free workplace policies.

Drug-free workplace policies are crucial to an employer's ability to protect the safety of all employees. There are numerous industries requiring employees follow strict safety procedures and guidelines to ensure their own safety and that of their coworkers. A number of our local businesses have federal contracts and are required under those contracts to maintain drug-free workplaces. SB 176's prohibition of conditioning employment based on off-duty use of marijuana undermines our local businesses' right to maintain a zero-tolerance workplace drug policy.

SB 176 as currently written, at the very least, contradicts legal precedents; damages employers with federal contracts and the employees hired to fulfill those contracts; compromises workplace safety efforts putting employees in harm's way; and, increases local employers' liability by removing their legal right to mandate drug-free workplace policies.

For these reasons, we urge you to review the repercussions of SB 176 for both employers and employees and uphold our local employers' ability to maintain safe, drug-free workplace environments by removing sections 33-35 from SB 176.

Thank you for your consideration.

Best regards,

ROSEBURG AREA CHAMBER OF COMMERCE
DOUGLAS COUNTY CHAMBER OF COMMERCE

A handwritten signature in black ink, appearing to read "Debra L. Fromdahl".

Debra L. Fromdahl, IOM
President & CEO



*To advocate for and be the voice of the business community in the greater Roseburg area.
To strengthen, enhance and protect our members through political advocacy, economical development, community promotion and member programs and services.*