

**HERMAN E. BAERTSCHIGER, JR.**  
**STATE SENATOR**  
DISTRICT 2



**OREGON STATE SENATE**  
**900 COURT ST NE**  
**SALEM, OR 97301**

Lori Brocker  
Secretary of the Senate  
900 Court Street NE 233  
Salem, OR 97301

January 15, 2019

Dear Madam Secretary,

I respectfully ask that you please file this as a vote explanation for my no vote on HCR 11 on January 14, 2019.

I voted no on HCR 11 because I believe that the issue of sexual harassment in the workplace, particularly our workplace, is an issue that deserves great attention to detail. We are heading in the right direction on these changes, but the process has been rushed and not inclusive. I believe that these rules need to be looked over and amended by the committee that has been charged to look at our culture and practices in a deliberative process. I feel that there should have been a committee examining these changes and not brought before the Legislative body during organization days. I am optimistic that we will continue to improve these rules in order to create a safe work environment and culture for everyone work works in the Capitol.

Thank you,

A handwritten signature in blue ink that reads "Herman E. Baertschiger, Jr." The signature is written in a cursive style with a large, stylized initial "H".

Senator Herman Baertschiger