

April 15, 2015

To: Senate Workforce Committee
From: Ana Luisa Garcia
Re: Support of SB 888

Dear Chair Dembrow and Committee Members,

My name is Ana Luisa Garcia. I can not attend the SB 888 hearing in person, so thank you for the opportunity to share my thoughts about fair scheduling in writing.

I am a radiologic cat scan technologist at a hospital and where I work, mandatory overtime shifts with almost no notice are common. A technologist might get as much as 24 hours notice or as little as ONE hour notice of a mandatory overtime shift.

As you can imagine, it is very stressful for any worker to not know their work schedule and not have any control over new shifts being added at the last minute. It is particularly stressful for people who have children or other family responsibilities.

I have three young daughters, two of whom are twins. When the twins were born, I was able to take maternity leave. After my maternity leave, though, I was told I had to make up the mandatory overtime that I had "missed" while I was on leave, in addition to being available for current overtime shifts.

How do you get to work with an hour's notice when you have two newborns?

In fear of losing my job, I did my best. Spur-of-the-moment care for two babies is not easy to find and I relied heavily on friends. By the time I found someone who could take my daughters, got them packed up and ready to go, got them settled at this other person's house, and got to work, I didn't always make it to my shift on time. In these cases, I received late marks. After a few of these late marks, my pay was reduced. The next step was disciplinary action which included termination. I was afraid I would lose my job.

Last-minute scheduling practices like this create chaos in workers' lives. They threaten the well-being of our children and strain our families emotionally. And they threaten our financial security. Retaliation in the form of pay reductions and firing is very real.

SB 888 could provide an important measure of stability and security for people in Oregon, especially working parents like myself. Please support us by passing this bill. Thank you.