

Chair Taylor, vice chair, and members of the committee, thank you for giving us time to speak with you today about the fair work week bill: SB 828.

My name is Megan Vinkemulder. I currently work for Catalinbread LLC, a small company of 18 people. (7seconds)

I have had many experiences in unpredictable scheduling in the food and customer service industries:

-the fast food job where my schedule was changed on my days off, and I was made unaware that I was missing shifts

-the kitchen job wit Bon Appétit with a boss that wanted to cut labor costs, and reduced my hours to nothing with 24 hours notice instead of firing me.

-but the WORST was Xerox

You start of with a solid schedule, 40 hours per week, and are told that our schedules will change quarterly.

During the busy season, which lasted 4 months, we were expected to work 6 days a week, and have 14 hours minimum overtime per week. It wasn't unheard of for people to have 120 hours on their bi-weekly paycheck. Don't like it? They threaten to fire you.

You were expected to have all hours from 4am to 10:00pm available to accommodate the schedule you were given. If you need a schedule change, you need to have an irrefutable reason, like extreme medical conditions. Child care conflicts and school schedules did not exempt you from getting whatever schedule they gave you. Don't like it? You can quit, or they can fire you.

Instead of having a solid 8 hour shift, you were given 2 4-hour shifts with an hour lunch in between. Sometimes they'd ask you to take only half an hour during the busy season, or 2-3 during the slow seasons. You were never allowed to go home early.

Forget about having any holidays off. They would schedule you to work the holidays even if it was your scheduled day off.

The hardest part was during the actual shift changes. During shift changes, you may work from 2pm to 10pm one day, and 4am to 12pm the next. If you suddenly had your days off change, you had to accept the changes. You got less than 24 hours to figure out how to rework all of your commitments around work, because they would not flex around you.

For many reasons, working at xerox was beyond stressful especially when it came to scheduling. If SB828 passed:

- people who have children can ask for time to get their kids from school or child care.
- and morale in the workplace would improve, and the company would do better overall.

I don't want anyone to have to go through the scheduling nightmares like I've experienced, that's why I support SB 828