

Chair Taylor, members of the Committee

My name is Alejandro Mila and I live and work in Portland Oregon

I'm here today, because I'm a rank and file member of the BCTGM Local 114 and I had the chance to get to know the workers next to me about a year ago when they tried to organize. I work in a bakery too, similar to theirs.

I want to provide some context manufacturing work as it relates to overtime. The first ever overtime statute in the state was passed to protect manufacturing and cannery workers. I obviously wasn't around then, but I can bet it had something to do with how arduous the work is. According to the NIOSH study *Overtime and Extended Work Shifts from 2004, A pattern of deteriorating performance on psychophysiological tests as well as injuries while working long hours was observed across study findings, particularly with very long shifts and when 12-hour shifts combined with more than 40 hours of work a week.* One other theme you'll hear from us today is also about how dangerous the work is. I've seen injuries to coworkers from the repetitive nature of our work, injuries to their backs and tendinitis on their hands take place in my time in this work and Margaret and Ry will tell you similar experiences. According to the BLS data from 2015 manufacturing work ranks in total injury cases annually.

I don't stand to benefit or lose protections personally, because my collective bargaining agreement has overtime stipulated that the workers and employer have agreed to. But I really urge you consider everything we're going to tell you about how difficult and dangerous the work is and consider that having both of these statutes working together might dissuade employers from overscheduling workers like Ry and Margaret.