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TO: Chair Taylor
Vice Chair Knopp
Members of the Senate Committee on Workforce

FR: Jessica Giannettino, Oregon AFL-CIO

RE: Opposition to SB 999

April 12, 2017

The Oregon AFL-CIO represents 300,000 working Oregonians and is a voice for all workers in the legislative process. We are deeply concerned about SB 999, and believe that any attempt to limit a workers' ability to seek justice when any of their rights have been violated does not belong in state policy.

For far too many working Oregonians' being shortchanged on their paycheck due to an employer's negligence or ill-intent can mean, not buying groceries or being able to pay rent. In these instances, we should be doing everything we can to ensure that a worker can seek remedy, instead of what SB 999 seems to propose to do. We're concerned about the following provisions in SB 999:

- Limits penalties a worker can pursue when they experience a wage and hour violation
- Creates confusion about which claims can be pursued when multiple violations could be present
- Limits the number of violations an employer can be held accountable for when multiple are violations are present
- Deters workers from seeking justice when they've experienced violations because they won't expect to be made whole on the breadth of violations present