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June 20, 2017

Testimony in Support of HB 3458: Overtime for manufacturing workers
House Committee on Rules
Kate Newhall, Policy Director

Thank you for the opportunity to testify in support of HB 3458 with the -5 amendments; we support putting limits on the number of hours manufacturing workers can work each day and appreciate the work that has been done on this concept in the Senate. Family Forward opposed the original version of this bill, SB 984, which didn't include protections related to overtime and only put limits on a workers' access to overtime payments. HB 3458 includes the limitations on overtime, but also includes some basic protections for manufacturing workers.

We know that manufacturing is one of the most dangerous industries in the state. These workers work long hours with dangerous machinery. Daily overtime and maximum daily work hours exist for manufacturing workers to help protect their safety and discourage workdays longer than 10 hours. We know that tired and exhausted workers are not nearly as productive as rested workers, but we also know they are more prone to accidents and injury. And this isn't unique to manufacturing workers, it's hard for anybody to work 10, 11 or 13 hours a day.

We also know that many manufacturing workers are women supporting families. These long hours difficult not only for the employee, but also for their families who are more likely to rely on them for care and support in a country where women are still performing the majority of unpaid caregiving. We support the weekly cap on the number of hours a manufacturing worker can work and think this will help ensure the safety and health of manufacturing workers and that of their families. We strongly support the right to rest provision that requires at least 10 hours of rest in-between shifts for manufacturing workers. Some of these workers reported being called in to work shifts with as little as 3-4 hours in between these shifts. It seems like a common sense approach to allow at least 10 hours of rest between shifts of 8 hours or more.

The 60-hour weekly cap and the right to rest between long shifts will allow family caregivers working in manufacturing to also have the time and dignity at work and at home that allows them to care for their families, schedule medical appointments, and to take care of the other necessities of daily life. These two provisions give an important measure of protection for manufacturing workers.

While we support the approach taken in HB 3458, we would would ideally like to see even stronger overtime and maximum work hours protections for manufacturing workers, but



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also for all other workers in Oregon. Nobody should be required to work more than 10 hours in a day, but if they so choose, they should be paid a premium, in every industry sector. At present, three states, California, Alaska and Nevada, and Puerto Rico have daily overtime requirements that require time and a half be paid for hours worked beyond 8 hours in a single day. Colorado requires overtime for more than 12 hours worked in a single day.¹ Family Forward would welcome a more global conversation about extending daily overtime to all workers and protecting all workers from overly long working hours.

¹ <http://www.ncsl.org/research/labor-and-employment/state-overtime-requirements.aspx>