

FORCED OVERTIME DISCIPLINE PROTECTIONS FOR BAKERY WORKERS

“I’ve worked in the bakery for 17 years in Northeast Portland. I’m proud to work with my colleagues, many of whom are women and people of color. In recent years, managers have come to employees to work overtime, often only 15 or 30 minutes before the overtime shift begins. Workers without seniority are asked to fill overtime shifts first, many of whom have young kids so they are not able to suddenly take on a 5 hour shift after their normal shift ends, regardless of how little advance notice they are given. Typically, some of the more senior workers offer to take the overtime shift so our colleague can go pick up their kids from school and put dinner on the table.

This practice has led to some of my colleagues working 13 hour days, 30 days in a row. This is unsustainable and dangerous.



Anytime a worker says no to working overtime - regardless of how much advance notice they are given - they receive a discipline point. When we receive 8 discipline points, we are suspended pending termination. The impact of forced overtime discipline particularly impacts mothers, single parents and caregivers on our staff. Please end this practice by passing the Fair Overtime Scheduling Bill for Bakery Workers.”

-Donna Marks, BCTGM Local 364 Member

The Fair Overtime Scheduling Bill for Bakery Workers:

- Makes it an adverse employment action to discipline a worker for refusing overtime if they are given less than 2 weeks notice.
- Applies only to NAICS Code 3118: Bakery and Tortillerias which amounts to approximately 5,900 workers in Oregon.

This bill responds to an immediate safety and justice concern brought forward by local bakery workers. It does not prohibit forced overtime, but simply ensures that workers are not punished for not being able to keep working after a full-day if not given ample notice as exemplified by Donna’s story above.



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