



## Mary Botkin & Associates

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### Senate Labor Committee SB 588 Testimony for -1 Amendment

Thank you, Mr. Chair and members of the Committee. For the record, I am Mary Botkin, and I am here today representing the International Longshore and Warehouse Union (ILWU). Let me start by apologizing to the Committee for an erroneous statement made in earlier testimony. There is no current blanket exemption in Washington Law, and I am unclear about California. I simply misunderstood information provided to me earlier. I want to thank Legislative Counsel Chris Allnett for clarifying this and allowing me time to clarify my earlier statement to the Committee.

I also want to thank Senator Taylor, my Senator, for introducing this legislation that will further clarify coverage and allow more workers to qualify for sick leave without the fear of losing their current employment. This is long overdue for workers not currently protected.

Having said that, I am here today to ask that you adopt the -1 amendments to SB 588. This amendment exempts the ILWU from this statute for a few very simple reasons. .

By way of explanation, the Pacific Maritime Association (or PMA) is an employer association of approximately 70 member companies who are among the world's leading cargo carriers, terminal operators, and stevedores. Together the PMA and the ILWU provide services to the 29 West Coast Ports from Seattle to San Diego keeping them open and working. Our Collective Bargaining Agreement (or CBA) covers the Longshore Workers at these ports.

The -1 Amendment is a narrow request that will only cover ILWU longshore workers working in Oregon.

Our amendment reflects the unique and powerful position the ILWU holds at the bargaining table with our employers. Together we have immense power to shape the economics of thousands of individual men and WOMEN working in/on the 29 West Coast Docks and working with the employers and shipping customers who utilize these services on a daily basis. We have decades of experience working with our PMA employers under mutually favorable Collective Bargaining Agreements.

Our amendment also reflects the fact that we are not a traditional workforce; rather, our work is "casual in nature". This means that an individual worker can decide what days and on what shift he/she prefers to work. This flexible work environment comes with the freedom for our members to choose when they want to work and when they choose to use paid leave time.

Simply stated, traditional sick leave laws don't fit in our context, and they make it harder for us to bargain for contract provisions and benefits that do fit in our context, including very good working class wages, generous health and welfare benefits, and vacation pay that individuals can use how they see fit throughout the year. We absolutely support workers who need this protection. However, we fear that by not exempting ILWU workers in Oregon Ports the future bargaining of proposals that ILWU workers ask us to negotiate at the bargaining table will be in jeopardy.