

Submitter: Catie Theisen
On Behalf Of: Donna Marks
Committee: Senate Committee On Labor and Business
Measure: SB1513

Chair Taylor, Vice Chair Knopp and members of the committee,

My name is Donna Marks and I'm a BCTGM Local 364 union leader and a worker at the Nabisco facility in NE Portland for 18 years. Before that, I worked at Wonder Bread and was a BCTGM Local 114 union member for 15 years. I've been in this industry for over 30 years and I'm one of the few people who has worked in every department at Nabisco.

At the plant after we've worked a full 8 hour shift, we are routinely told that we have to work a 5 hours over-time shift. Often, we are told only 15 or 30 minutes before the overtime shift begins or even as we're leaving. Anytime we say no to working overtime - regardless of how much advance notice we're given or if someone else agrees to take the shift - we receive a discipline point. When we receive 8 discipline points, we are suspended pending termination.

Workers without seniority are asked to fill overtime shifts first. Many newer workers are parents, single parents or care-givers, so it's particularly hard to suddenly fulfill a 5 hour shift. The forced overtime is never "you can go pick up your kids and then come back to your shift." No. It's stay 5 hours right now or don't, and get a discipline point.

When I first started at the bakery, I was a single parent. When faced with the choice of leaving my young daughter alone in the house to take the overtime shift and avoid a point or taking the point to pick her up from school, I had no real choice. Finally, because of a health condition my daughter has, I was able to qualify for Family Medical Leave to be able to take the time and not be disciplined for doing so. But that shouldn't have to be the case.

Everyone at the plant is hit with forced overtime: those with seniority, fathers, married people, and those without kids. Those of us with more seniority now often offer to take the overtime shift so our colleagues can go pick up their kids from school and put dinner on the table. But as a single parent, I had absolutely nothing to fall back on in order to take care of my children. I was literally being disciplined for having kids and being a single parent.

And sadly, this is not unique to this plant. Whether a bakery is union or not, there is a progressive discipline schedule. As workers, we understand the emergencies – when someone calls out sick last minute. But this forced discipline is routine across

workers and across departments. Everyday.

This culture of punishing caregivers, draining sick time, and chronic understaffing with blind discipline needs to stop. Please pass SB 1513.