



**STATEMENT IN SUPPORT OF SB 1513  
FORCED OVERTIME DISCIPLINE PROTECTIONS  
FOR BAKERY WORKERS**

**To:** Senate Labor and Business Committee  
**From:** United Food and Commercial Workers Local 555  
**Date:** February 8th, 2022

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

Thank you for the opportunity to provide testimony in support of SB 1513 to help address the discipline system for refusing forced overtime that our union siblings are experiencing in NE Portland and undoubtedly across the industry.

UFCW Local 555 is the largest private sector labor union in Oregon. Our members come from a number of industries, including grocery, retail, food processing, manufacturing, and healthcare. We are a diverse group of workers who take pride in acting as a strong collective voice for working people.

In far too many bakeries and tortillerias around the state, including for the workers at BCTGM Local 364, anytime they refuse to take an overtime shift they get a discipline point. Routinely, the forced overtime ask comes only 10 or 15 minutes before they clock out of their regular 8 hour shift or even as they are leaving for the day. When a worker receives 8 discipline points they are suspended pending termination.

We support SB 1513 because workers should not have to make the choice between whether they can pick up their kids or get a discipline point for refusing an overtime shift. They should not have to draw down their entire sick bank to avoid the discipline points, only to get sick later and still get a point for not being able to come to work.

This issue stems from chronic understaffing and has created a culture where the workers – many of whom are women and people of color – are literally disciplined for having children, being single parents, or getting sick.

SB 1513 simply addresses this issue by making it an adverse employment action to discipline a worker at a bakery or tortilleria for refusing overtime if they are not given adequate notice to be able to plan for that overtime coverage. The plant will still be able to force overtime, it just takes the discipline point out of the equation.

Please join us in supporting our fellow workers at bakeries and tortillerias by voting Yes on SB 1513.

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Political Liaison,  
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**UNITED FOOD & COMMERCIAL WORKERS LOCAL 555**

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