

February 8, 2022

## Memorandum

TO: Chair Taylor  
Vice-Chair Knopp  
Members of the Senate Labor and Business Committee

FR: PROTEC17

RE: SB 1513 Support, Forced Overtime Discipline Protections for Bakery Workers

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On behalf of the nearly 900 Professional and Technical Employees, Local 17 (PROTEC17) represented employees of City of Portland, I write today 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. PROTEC17 represents a wide variety of professional and technical employees, including engineers, planners, information technology specialists, and technicians who live and work in the Portland area. Additionally, we represent approximately 8,000 public sector employees across Washington State.

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


PROTEC17 supports 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 disproportionately impacted 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.

Sincerely,

  
Elliot Levin  
Research Director and Legislative Advocate  
PROTEC17