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# A STRONG VOICE FOR OREGON'S WORKERS

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To: Chair Holvey  
Vice-Chairs Bonham and Grayber  
Members of the House Business and Labor committee

FR: Catie Theisen, Oregon AFL-CIO

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

February 21, 2022

The Oregon AFL-CIO represents 300,000 workers across Oregon and is proud to be a voice for all workers in the legislative process. Thank you for the opportunity to provide testimony in support of SB 1513A to help address the discipline system for refusing forced overtime at bakeries and tortillerias.

In far too many bakeries and tortillerias around the state, anytime a worker refuses to take an overtime shift they get a discipline point. Routinely, the forced overtime ask comes only 10 or 15 min 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.

SB 1513A 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 at least 5 days notice of a specific shift in order 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.

We support SB 1513A 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 and routine 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, and has led to workers working weeks on end at 13 hours days with no days off.

This bill came with unanimous support from the Senate Labor and Business committee and with near unanimous support on the Senate floor. We encourage your Yes on SB 1513A.