



## TEAMSTERS LOCAL 223

Representing  
Office, Professional, Medical, Technical and Public Employees  
Throughout the State of Oregon and Southwest Washington.



**Austin DePaolo**  
SECRETARY-TREASURER

February 7, 2024

To: House Committee on Business and Labor  
Attention: Chair, Representative Paul Holvey  
Re: House Bill 4127

Dear Chair Holvey and Committee Members,

I am writing to express my strong support for House Bill 4127. As the Principal Officer of Teamsters Local 223 in southeast Portland and the Assistant Legislative Director for Teamsters Joint Council 37, representing over 18,000 Teamsters in Oregon and southwestern Washington, I have witnessed the pressing need for this legislation.

Allow me to share a story, all too common, of what happens when these measures are not in place.

Celeste, a dedicated warehouse worker, arrived at her job each day unsure of what productivity expectations lay ahead. Her employer's ever-changing production quotas were shrouded in mystery, leaving Celeste and her colleagues struggling to keep pace.

Driven to meet these elusive standards, Celeste pushed herself to the limit, often working in unsafe conditions to fulfill unrealistic demands. Despite her efforts, a tragic accident occurred, leaving Celeste injured and unable to work. Medical bills piled up and her family faced financial strain.

The resulting higher costs not only burdened Celeste and her family but also impacted the community, straining local resources and support systems. This unfortunate incident could have been prevented if the company had been transparent about its expectations and provided adequate training and support.

Celeste's story serves as a poignant reminder of the human cost when workers are left in the dark about their employers' demands. It highlights the urgent need for legislation that promotes workplace safety and transparency, safeguarding both workers and the community at large.

House Bill 4127, like legislation already enacted in New York, California, and Washington, aims to enhance the working conditions for unrepresented warehouse workers across the country, particularly those facing hazardous conditions and unrealistic production standards.

This bill promotes transparent and accountable practices that prioritize the safety and well-being of workers without impeding a company's operations.

I urge you to support House Bill 4127, as it aligns with the fundamental right of every employee to work in a safe environment and to be informed about their employer's expectations. Thank you for your time and consideration of this crucial matter.

Sincerely,

A handwritten signature in black ink, appearing to read "Austin DePaolo". The signature is fluid and cursive, with the first name "Austin" and last name "DePaolo" clearly distinguishable.

Austin DePaolo