



February 7, 2024

TO: Members of the House Committee on Business and Labor

FR: Derek Sangston, Oregon Business & Industry

RE: OBI is Neutral on HB 4127

Chair Holvey, Vice-chairs Elmer and Sosa, members of the committee. For the record, I am Derek Sangston, policy director and counsel for Oregon Business & Industry (OBI).

OBI is a statewide association representing businesses from a wide variety of industries and from each of Oregon's 36 counties. In addition to being the statewide chamber of commerce, OBI is the state affiliate for the National Association of Manufacturers and the National Retail Federation. Our 1,600 member companies, more than 80% of which are small businesses, employ more than 250,000 Oregonians. Oregon's private sector businesses help drive a healthy, prosperous economy for the benefit of everyone.

Thank you for the opportunity to testify on HB 4127, as it would be amended by the -1 amendment. Unlike last year's bill, which would have imposed overly broad, unduly burdensome, and duplicative requirements on businesses, HB 4127 works to ensure workers who are subject to quotas have knowledge of them.

OBI is neutral on the bill because of the substantial progress made to tighten up the definitions for when the provisions of the bill would apply, the employers to which they would apply, and to remove the portions of the bill that duplicated current meal and rest break laws in Oregon. Employers in Oregon already face strong penalties when they deny workers meal and rest breaks or violate workplace safety rules. Duplicating those protections in HB 4127 would have been unnecessary and would have created a great deal of confusion for both workers and employers. OBI believes the changes in the -1 amendment accomplish the goal of the bill to provide workers transparency in the workplace, and do so in a manner with which employers are able to comply.

Thank you for your consideration.

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