



State of Oregon
Office of State Representative Ricki Ruiz
House District 50

- ❖ Chair Holvey, Vice-Chairs Elmer, Sosa, and Members of the House Committee On Business and Labor
- ❖ For the record, my name is Ricki Ruiz, I am the Representative for District 50
- ❖ I'm here as a Chief Sponsor of House Bill 4127 - the Warehouse Protection Act.
- ❖ HB4127 is a redraft of last year's HB 3568 but with important stakeholder feedback that addresses many of the concerns we heard in its public hearing, and I'm proud to present this to you today.
- ❖ The Warehouse Worker Protection Act ensures employees have written descriptions of any quotas that an employee may be subject to and creates a process for current and former employees to request their work speed data.
 - This policy also specifies the right to request data will be free of charge to the requestor and must be provided within 21 days.
 - An employee who feels like their right to request data has been violated may file a complaint to the Bureau of Labor and Industry,
- ❖ HB4127 also defines a covered warehouse distribution center as one that employs 100 or more individuals at a single warehouse distribution center or 1,000 or more employees at one or more warehouse distribution centers in this state.
 - Much like other States that have passed similar policies, we have exempted NAICS codes including farm product warehousing and storage, refrigerated warehousing and storage, medical distribution warehouses, and beverage distributors.
- ❖ I have submitted to the Committee the *dash one amendment* which removes language that is already in effect whether it be federal or state law, such as required meal and rest breaks.
- ❖ In addition, we added flexibility for employers who are subject to a collective bargaining agreement on terms that include employee performance evaluation metrics such as quotas.



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- ❖ Colleagues, it's no secret that warehouses employ a rapidly growing workforce, both in Oregon and across the country. These provide a living wage, sustainable jobs, and an opportunity for growth.
- ❖ While we as a state have passed record, and many times historic protections for our workforce, we can continue to expand on the work done by this Committee, by taking a step towards creating more transparency in the workplace when discussing production quotas, and workplace expectations.
- ❖ I want to thank everyone who worked with me through the interim session to ensure we could present you with a policy we can be proud to stand by.
- ❖ I urge your support for House Bill 4127 and the *dash one amendment* - thank you.

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