



February 12, 2020

TO: Chair Sanchez  
Vice-Chair Bynum  
Vice-Chair Sprenger

FR: Jeff Anderson, Secretary-Treasurer, UFCW Local 555

RE: Support for HB 4107 -2 Amendment

UFCW Local 555 represents over 25,000 workers in Oregon and Southwest Washington in several industries, including retail, meatpacking, healthcare, and more. UFCW workers are a diverse group that have grown into the largest private sector labor union in Oregon, and we are proud to be a strong collective voice for working people.

As you have heard, the Non-Discrimination Act of 2020 addresses public accommodation issues to ensure all Oregonians have the same ability to work, live, and shop. First, HB 4107 prohibits discrimination based on racially specific hairstyles, which can disproportionately harm protected classes and continues to be used as a way to impact individuals and their ability to access their education or provide income for their family. Additionally, the bill addresses the fact that all consumers must continue to be able to access goods and services with cash. It recognizes that while technological changes may improve our lives in many ways, we must ensure that we aren't leaving broad swaths of individuals behind. These "backdoor" methods of discrimination should not be allowed to continue.

We ask that you support the -2 amendment.

Individuals must be allowed to play sports, go to school, work, and live without fear of being discriminated against based on their hairstyle.

Consumers paying with cash must have the same access to retail establishments as those paying with debit and credit cards. Based on a recent FDIC survey, 25% of U.S. households are either unbanked or underbanked. This disproportionately impacts households of color, with 16.9% of African American families and 14% of Hispanic families being unbanked in 2017, compared to 3% of white households. This trend towards "cashless" stores and restaurants also negatively impacts low-income households across the spectrum. According to the survey, approximately 35% of all U.S. households earning less than \$40,000 a year were unbanked or underbanked. This represents an estimated 63 million adults. We need to keep in mind who bears the true cost of "convenience" and "efficiency" as technologies are implemented. Our retail workers stand behind our working families, no matter what their method of payments or how they wear their hair. We hope you will too.

UFCW Local 555 thanks you for your support and urges you to vote "yes" on HB 4107 with the -2 amendment.

Sincerely,

Jeff Anderson  
Secretary-Treasurer  
UFCW Local 555