

Worker Opposition to HB 2818-A3: Meal Break Rollback

The -A3 amendment to HB 2818 is a last minute attempt to undermine critical meal break protections for Oregon workers.

What it Does:

- Undoes the *Maza vs. Waterford* decision (2019) that rightly found that when workers are not ensured their full 30 minute meal and rest break their employer is responsible to pay for that time
- Allows for 5 minutes to be reduced off any 30 minute meal break without current penalty
- Creates undefined penalty imposed by the Commissioner of Labor and Industries while stripping current impactful penalties
- Introduces new terms and concepts that would upend Oregon's employment case law including:
 - "Insubstantial" paid and protected time
 - Undoes current precedent that ensures compensation is defined as all wages and wages owed

Cutting meal and rest break protections in the middle of the pandemic, before the fourth surge is the exact wrong time to be considering rollbacks in critical worker protections.

WE OPPOSE HB 2818-A3:



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Contact: Jess Giannettino Villatoro, Oregon AFL-CIO, Jess@orafcio.org