

Submitter: Catie Theisen
On Behalf Of: Regina Klavano
Committee: Senate Committee On Labor and Business
Measure: SB1513

Chair Taylor, Vice Chair Knopp and members of the committee,

My name is Regina Kalvano and I'm a BCTGM Local 364 union representative and a worker at the Nabisco facility in NE Portland for almost 22 years. I currently work in the packing department, but spent 10 years in mixing and 3 years in shipping and receiving.

Even now that I have more seniority at the plant, I've seen my fair share of forced overtime over the years. When I was in the mixing and warehouse department it was everyday: 13 hours a day and every weekend. Even now, I'm forced into overtime every other weekend: that's 12 days in a row leaving just 4 days off in the month.

I try to schedule important appointments in the precious hours I have off. For example, I will schedule a doctor's appointment at 4pm when I'm supposed to be off work. But at 3:45pm when I'm told I need to stay for a 5 hour overtime shift, I have to make the difficult decision between saying no and getting an attendance point or deferring my health care and paying a cancellation fee for cancelling the appointment last minute. We have excellent health care, but what good is that when you can't actually use it?

Many of my co-workers have had to make similarly difficult decisions to either use 5 hours of their sick-time to avoid getting a discipline point for refusing an overtime shift. However, if you use all of your sick time and then actually get sick and can't come into work, you're again penalized with an attendance point.

With points adding up quickly when workers can't stay for forced overtime, we're faced with the possibility of termination after 8 attendance points for merely leaving at the end of a regularly scheduled shift. This is an unfair burden to place on all employees, but especially those with young children at home or those with serious health conditions.

This is a vicious cycle that is putting our physical and mental health and safety at risk. SB 1513 simply says that you can't discipline a bakery worker for refusing overtime if we are given less than 2 weeks notice. It will mean that we can take sick time when we are actually sick and make decisions not out of fear of being fired, but out of what makes sense for the health and well-being of ourselves and our friends and families. Please support SB 1513. Thank you