

House Committee on Business and Labor

Testimony in Support of SB 1513

February 21, 2022

Chair Holvey, Vice-Chairs Bonham & Grayber, and Representatives Boshart Davis, Bynum, Cate, Evans, George, Salinas, Smith Warner, and Witt,

My name is Ugonna Enyinnaya and I am one of the Commissioners from the Oregon Commission for Women. I am writing in support of SB 1513 which prohibits an employer from taking adverse employment action against an employee employed in certain manufacturing establishments who refuse to work mandatory overtime with at least five days advance notice of overtime shift.

1. OCFW works toward economic, social, political, and legal equity for the women of Oregon with particular focus on marginalized and underrepresented women of color. We do this through advocacy, public policy research, leadership development, and partnerships.
2. In our statutory role of bringing equity focus and community voice into Oregon policy making, OCFW strongly supports SB 1513.

A few years ago I worked for a manufacturing company. I remembered most days I would come into work to do my night shift only to be mandated to stay extra hours in the morning without prior notice. As a single mother, I would then have to depend on my sister to get my son ready for school as I would not be able to make it home in time to relieve her and that in turn would make her late for work. Other days we had to find emergency babysitting. I do

Oregon Commission for Women

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not need to tell you how physically, emotionally, and mentally stressful that was for every member of my family. The unexpected, mandated overtime effectively shifted a burden and cost unjustly to me, the employee, and my family. We, as employees, effectively subsidized the poor management and planning of the company or more nefariously, we were used to increase the profits for the company at our own personal expense.

Many families in Oregon are currently going through the same ordeal. I understand firsthand the adverse impacts of unplanned mandatory overtime on families. It often times requires an enormous sacrifice of time and energy reserved for the home and family life activities. Not only does mandatory overtime encroach and interfere with family time and personal time, but it can also impact the physical and mental well-being of the employee.

We humbly ask that you center our working families, consider their plight and let this bill pass into law.

Sincerely,



Ugonna Enyinnaya

Commissioner, Oregon Commission for Women

