

Oppose HB 3568: Overly Broad, Duplicative and Unnecessary

Worker Safety is a Top Priority for Oregon Employers:

- **Oregon already has some of the strongest workplace protections in the country.** OR-OSHA meets or exceeds the federal Occupational Safety and Health Act (OSHA) standards. OR-OSHA and the Bureau of Labor and Industries (BOLI) already have the authority to investigate and enforce meal, rest break, and worker safety requirements.
- Oregon is experiencing a workforce crisis with thousands of vacancies going unfilled and warehouse workers are in especially strong demand. **Employers offer safe environments, high wages, and flexible jobs** to compete in the labor market.
- Performance metrics and productivity standards are common in many industries. **These standards should remain between employers and employees** instead of with the state, which has limited to no understanding of the businesses.

HB 3568 would impact the supply chain, harm small businesses, and increase costs:

- HB 3568 would **impact businesses in every sector that relies on warehouses and workers.** Those supply chains are essential to feeding Oregonians and to getting products onto shelves and to customers.
- Due to the pandemic and significant recent supply chain disruptions, many of Oregon's smallest businesses have turned to warehouses as strategic partners so they can remain in business and serve customers. **HB 3568 would devastate the ability of those small businesses to meet their customers' expectations, jeopardizing their future.**
- By adding unnecessary regulatory burdens, HB 3568 would slow the movement of products and **drive up the costs Oregon consumers pay for everyday goods** like food and medicine on top of the steep inflation Oregonians have faced over the past two years.

This Approach Hurts Oregon's Competitiveness:

- HB 3568 would **discourage the type of investment that has created family wage jobs in Oregon communities** across the state. If warehouse operations choose to relocate to other states or new investments stop coming to Oregon, Oregonians will suffer as jobs, products, and tax revenue leave the state.
- **Employers would be asked to provide information to which they might not even have access** because the reporting requirements include employees in warehouses where there are third-party employers, temporary services and staffing agencies.
- The enforcement mechanisms in HB 3568 would impose redundant and unnecessary complaints and lawsuits requiring employers to incur tremendous costs to defend themselves against unwarranted claims. All of which will **disproportionately impact Oregon smallest businesses.**

We can keep workers safe without jeopardizing our economic recovery – Oppose HB 3568.

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