

## Legislative Fiscal Office

Oregon State Capitol  
900 Court Street NE, H-178  
Salem, Oregon 97301  
503-986-1828



## Joint Committee on Ways and Means

Senator Elizabeth Steiner, Senate Co-Chair  
Representative Tawna Sanchez, House Co-Chair

Senator Fred Girod, Senate Co-Vice Chair  
Representative David Gomberg, House Co-Vice Chair  
Representative Greg Smith, House Co-Vice Chair

Amanda Beitel, Legislative Fiscal Officer  
Tom MacDonald, Deputy Legislative Fiscal Officer (Budget)  
Paul Siebert, Deputy Legislative Fiscal Officer (Audit/IT)

**To:** Transportation and Economic Development Subcommittee

**From:** Ben Ruef, Legislative Fiscal Office

**Date:** February 27, 2024

**Subject:** HB 4127 – Relating to protections for warehouse workers.  
Work Session Recommendations

House Bill 4127 introduces regulations aimed at protecting approximately 19,000 warehouse workers in Oregon. The bill establishes guidelines and standards regarding work quotas for employees at warehouse distribution centers, defining quotas as specific productivity or speed requirements within a defined time period.

It mandates that employers provide written documentation to employees outlining their quotas and potential consequences for not meeting them, ensuring communication in the language regularly used by the employer. Employees have the right to request records related to their quotas and work speed data, which employers must provide within 21 days of the request. The bill prohibits adverse employment actions against employees for quotas they were not properly informed about and allows for complaints to be filed with the Bureau of Labor and Industries (BOLI) for violations.

Additionally, the bill includes provisions exempting employers subject to collective bargaining agreements meeting certain criteria. Non-compliance with the bill's requirements subjects employers to civil penalties.

Due to the number of warehouse workers covered in this bill along with the industry's high turnover rate, the fiscal impact of HB 4127 is \$234,274 General Fund and four permanent full-time positions (1.00 FTE) in the 2023-25 biennium, increasing to \$818,627 General Fund and 4.00 FTE in 2025-27. Positions include two Wage and Hour Compliance Specialists and two Civil Rights Investigators providing support for an anticipated additional 400 inquiries and 100 filed cases.

The -A7 amendment appropriates \$234,274 General Fund to the BOLI budget for the 2023-25 biennium.

**Recommended Changes**

LFO recommends adoption of the –A7 amendment.

**MOTION: I move adoption of the –A7 amendment to HB 4127. (VOTE)**

**Final Subcommittee Action**

LFO recommends that HB 4127, as amended by the –A7 amendment, be moved to the Ways and Means Full Committee.

**MOTION: I move HB 4127, as amended, to the Full Committee with a do pass recommendation. (VOTE)**

**Carriers**

Full Committee: \_\_\_\_\_

House Floor: \_\_\_\_\_

Senate Floor: \_\_\_\_\_