

## House Bill 4127 - Warehouse Worker Protection Act

**HB 4127** creates a process for transparency in Oregon warehouses. The bill addresses the using productivity quotas that are not disclosed to employees. This leads to working against invisible clocks, pressure to meet **unknown** quotas, increasing risk to health, safety, and burnout. Under House Bill 4127, covered warehouse employers will be required to provide documentation of quotas.

### **Quota Definition:**

A quota refers to a set productivity or speed standard assigned to an employee within a defined time period. If an employee fails to meet this standard, they may face adverse employment actions.

### **Included Warehouses:**

This bill applies to warehouses employing 100 or more individuals at a single location or 1,000 or more across the state. Certain exemptions, such as those pertaining to collective bargaining agreements and specific NAICS codes, ensure fairness and flexibility in implementation.

### **Exempted NAICS Codes** (*A covered warehouse is not*)

493.130 - Farm Product Warehousing and Storage

493.120 - Refrigerated Warehousing and Storage

423.450 - Medical, Dental, and Hospital Equipment and Supplies Merchant Wholesalers

424.210 - Drugs and Druggists' Sundries Merchant Wholesalers

492.110 - Couriers and express delivery services

424.490 - Beverage Distributors

424.820 - Beverage Distributors

**BOLI's Duties & Responsibilities:** The Bureau of Labor and Industries (BOLI) is tasked with ensuring compliance with the Warehouse Worker Protection Act. Employers who violate the Act may be subject to civil penalties. Additionally, employees have the right to file complaints with BOLI if they believe they have been disciplined unfairly for failing to meet quotas. BOLI may order employers to produce records related to quota compliance upon request by employees, and failure to comply with these requests can result in civil penalties.

*Amazon, Oregon Business and Industry, and NW Grocers Association are  
neutral on House Bill 4127B*

### **Why Support House Bill 4127?**

**Reduces Workplace Injuries:** Clear guidelines on productivity quotas can help reduce workplace accidents by ensuring employees are not pressured to work unsafely to meet unrealistic demands.

**Protects Workers' Rights:** House Bill 4127 safeguards warehouse employees by ensuring they are aware of and protected against unfair productivity quotas.

**Enhanced Productivity:** Clear and transparent quota guidelines can actually enhance productivity by providing employees with a better understanding of expectations, leading to more efficient workflow and improved performance.

**Reduced Legal Risk:** By providing written documentation of quotas and ensuring fair treatment of employees, businesses can reduce the risk of costly legal disputes and potential fines for non-compliance with labor laws.