



To: Chair Taylor, Senate Committee on Labor and Business  
From: Madison Walters, Political Liaison for UFCW 555  
Date: January 21, 2025

## **NO on SB 397**

Chair Taylor, Vice-Chair Bonham, and members of the committee,

Thank you for the opportunity to testify in opposition to SB 397. United Food and Commercial Workers Local 555 is Oregon's largest private sector labor union. Our members come from a number of industries, including grocery, retail, food processing, manufacturing, and healthcare. We take pride in acting as a strong collective voice for working people. We have serious concerns about the impact that SB 397 would have on Oregon's workers.

Though SB 397 is presented as a "technical fix," this bill is in fact a significant change to Oregon's standards, and should be presented as such. ORS 652.120 is very clear that the employer shall pay all employees the wages due and owing to them, and includes a clear process for workers to recoup wages if the "full amount the employee is owed" is not paid.

The bill also reverses an Oregon District Court decision that further clarified that employers must pay employees based on their actual time worked without rounding. This was after workers escalated the issue of their unfair pay where the employer's rounding resulted in a "consistent net underpayment" and where they failed to pay workers "all earned and unpaid wages (including vacation pay)."

For many low wage Oregonians, lost wages can mean the difference between making rent, paying utility bills, and putting food on the table. Straightforward and accurate worker pay provides economic stability to workers. Altering our system in this way could have complex repercussions for our most vulnerable Oregonians at a time where economic instability is already a serious concern.

We ask that you not advance SB 397 and ensure that Oregon continues to be a national leader on the issue of accurate worker pay.

In solidarity,

Madison Walters  
Political Liaison  
UFCW Local 555