

**Testimony in Support of the Oregon Corporate Accountability Act, SB 750**  
**Senate Committee on Workforce**  
**April 4, 2019**

My name is Enrique Garcia. I used to work for a company that delivers packages for Amazon.

The company had a lot of problems with not paying people correctly, and also how it treated people. We often had to show up at 6:30 or 7 am to start getting our vans ready and load up the packages, but we were not allowed to clock in until 8 am. We were already working a lot of hours so working another hour or two unpaid every day was hard. They also often paid us late or with paychecks that would bounce. One time when I went to complain about that and find out when they were going to pay me they promised me an Amazon gift card as an apology. I couldn't pay my electric bill with an Amazon gift card! And they didn't ever give it to me anyway.

There were also a lot of safety problems with the vans, like bald tires and cracked windshields. And their delivery policy made us unsafe too. One time somebody threatened me with a gun because I showed up at his house so late trying to deliver a package, but the company always gave us too many packages to deliver and said we had to keep going.

I tried to be a good advocate for my coworkers. I witnessed a lot of sexual harassment of the female drivers by the head dispatcher. I complained to everyone all the way up but they always just shrugged it off. I also tried to educate my coworkers about their right to refuse to drive a particular vehicle if it was in unsafe condition. In retaliation, the dispatcher called the cops on me and told them I was harassing my coworkers.

The retaliation got worse after I left. They did not pay me my final paycheck, so I told them I was going to file a lawsuit in small claims court against them. In response, the dispatcher filed a totally made up restraining order against me, claiming I had threatened to beat him up. The only thing I threatened was the legal action I was entitled to take. But because of the way the restraining order process works, it went into effect until I could get a lawyer and get it thrown out by the court, which I did. But it cost me money to do that, and I lost my job with another delivery company because while the restraining order was in effect I couldn't come to the shared Amazon warehouse to pick up my packages.

What they did to me has made other workers scared of coming forward. The company is continuing to exploit its workers from what I hear. I even heard that after I sued them in small claims court they made all of their current workers sign arbitration agreements so that no one else could sue them in court to try to enforce their rights.

I strongly believe in workers' right to enforce the laws the state has passed to protect them. But companies like mine are doing everything they can to get away with breaking the law. That is why I support SB 750. I believe it will give workers another way to hold companies accountable. Thank you for your time.