



Oppose SB 5348 & HB 1762: The bills are overly broad, duplicative & unnecessary.

Worker Safety Is a Top Priority for Washington Employers

- Washington employers offer safe environments and flexible jobs that are essential to competing in the labor market. Warehouse workers are in high demand. A healthy productive, and satisfied workforce is essential to maintaining the supply chain and keeping our shelves stocked.
- SB 5348 & HB 1762 is unnecessary-workers already have full protections under the law. The Department of Labor and Industries already has authority to investigate and enforce meal and rest break requirements and ensure the safety of employees under the Washington Industrial Safety and Health Act (WISHA). WISHA meets or exceeds the federal Occupational Safety and Health Act (OSHA) standards. SB 5348 & HB 1762 duplicates worker protections under WISHA and duplicates current requirements for guaranteed meals and rest breaks. If a particular activity results in an unsafe condition the Department of Labor & Industries (L&I) has the authority to investigate and enforce safety requirements. The bill is unnecessary and redundant.
- Performance metrics and productivity standards should remain between employers and employees. SB 5348 & HB 1762 would allow the State to establish and enforce performance metrics without any understanding of the business. Performance metrics are crucial in all businesses and are key to ensuring agriculture and perishable foods move to market quickly and efficiently. SB 5348 & HB 1762 would allow for an unprecedented interference by government in the day-to-day operations of private business.

SB 5348 & HB 1762 Would Impact the Supply Chain & Disproportionately Harm Small Businesses

- SB 5348 & HB 1762 would impact all business in the state. All businesses in every sector rely on warehouses and workers that are essential to getting products onto store shelves, feeding the citizens of Washington, and powering the e-commerce world.
- Our critical food, housing, and medicine supplies will be impacted. Agriculture, food manufacturing, beverage distribution, retail, construction supplies, manufacturing, medicine, and more all have significant warehouse operations and partners that would be impacted.
- Small business and rural will be disproportionality impacted. Small businesses that pivoted during the pandemic to offer more online services turned to warehouses as partners as they struggled to stay open and serve customers. Small businesses and rural communities rely on consistent services from warehouse partners to meet their customer needs. With the growth of same-day delivery and other services, consumers' expectations have drastically changed. This bill will directly impact the ability of small businesses to continue to meet all customers' needs.
- It will further exacerbate the fragile supply chain. Our supply chain is under significant stress. This bill would compound existing challenges, resulting in stores and consumers waiting on goods and unfortunate delays. Adding unnecessary regulatory burdens to warehouses could drive up costs and slow the movement of products, negatively impacting the supply chain.
- **Help continue our economic recovery – Oppose SB 5348 & HB 1762.**