

**From:** Shawnda Horn  
**To:** [SWF Exhibits](#)  
**Subject:** SB 828  
**Date:** Monday, February 27, 2017 4:31:40 PM

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Dear Chair Taylor and Senate Workforce Committee,

My husband and I own a small residential excavation and remodeling firm in Oregon City, Oregon. Over the last 17 years, we have hired part-time and full-time employees as laborers, carpenters and operators as well as office staff. In a majority of the employment contracts, the new hire was hired with the knowledge that our work is cyclical and unpredictable, so hours will vary from day to day and week to week.

As you can imagine, Senate Bill 828 is very concerning to us. The nature of our business is very erratic with often a heavier workload in the summer and fall and a lighter workload in the winter and spring. However, there is no set consistency because the jobs and weather dictate the hours we need to work – in addition to the availability of the client and/or their property. It is always our desire to offer a set schedule to our staff, but on a regular basis our work schedules change as the projects we are hired to complete also change. In addition, we desire to be flexible for our staff as they have personal or business needs that may require a change in their work schedule.

Another challenge we have been faced with in the last 10 years is a shrinking skilled workforce, which makes it very difficult to find employees with the training and experience we need. This has driven the price of labor higher across the board, which has increased our prices directly from our sub-contractors and suppliers. Recently we hired temporary employees to assist on a job, and within the first day, it was obvious they didn't have the skills needed and we had to terminate the contract for employees by the second working day. SB 828 encourages hiring temporary employees rather than hiring full-time staff because of the flexibility that offers.

If SB 828 is passed, it will have a serious impact on our industry – especially larger contractors with more employees. It is extremely important for our business as well as our fellow contractors to be flexible and not be penalized when our work load changes. We are already highly regulated in our business and with current employment laws within the State of Oregon. And although we don't typically pay minimum wage and sick leave was not an issue for us, our expenses have now increased due to the recent passage of these new laws. As our legislature consider more and more laws that mandate employee benefits and decrease our competitive options and flexibility, it will only drive more and more employers to hire fewer employees and/or deter entrepreneurs from starting and growing businesses in Oregon as a hole.

Thank you for your time. I hope you will vote No on SB 828.

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