

Chair Holvey, Vice-Chairs Bonham and Grayber, and Members of the House Business and Labor Committee

Thank you for allowing me the time to talk today.

My name is Katie Boshart Glaser and I'm a grass seed farmer between Lebanon and Brownsville.

I oppose this House Bill 2358 for a few different reasons. The biggest reason being that it will do the opposite of what it's intended to do.

If this bill is passed I worry that instead of an employee making more money at their job because of overtime pay, their hours will instead be cut. There will be some employers that will be able to absorb the extra cost but many either can't or won't.

Say a business has two employees and they each average 60 hours a week. Instead of paying overtime and having that added cost, the employer will hire another person and cut 20 hours each from the original two employees. There will be no way for the original two employees to make up that loss in wages. They will have to make it work or find a second job.

If an employer does decide to absorb the overtime cost, another negative consequence might be wage stagnation or starting employees off at a lower wage than what they do now.

There are many people who seek out these seasonal jobs specifically for the long hours. High school and college kids, teachers and many others. Whether it's to supplement another job or it's to help get a jump start on their future.

Because of the long hours I was able to work every summer, I was able to buy a house on my own at 23. I was able to buy it because of the money I had saved up working those long hours of harvest for many years. I don't think I would have been in the same position if a bill like this existed.

I have read a lot of the submitted testimony and some of them are hard to read. I understand why they want a bill like this to pass. It sounds good on paper in a very narrow sense. When you look at it as a whole, it will hurt more people than it can ever help.

What is the answer, I don't know. I wish I had one to share today. But I do know this bill is not the answer many are looking for.

I urge you to vote no on this House Bill 2358.