

# Holliday Land & Livestock, Inc.

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March 24, 2021

TO: The House Committee on Business and Labor

We own and operate a generational family-owned cow/calf cattle ranch located in Grant County, Oregon. We run 920 mother cows and background our calves. On an average we have three full-time and 3 part-time employees.

We are very fortunate to have very talented, capable and dedicated people who work with us. Our employee's happiness and welfare is very important to us. However, as cattle ranchers, we are not in control of the price we receive for our products. We simply cannot increase the sale price of our cattle to account for increased labor costs. As a business, we cannot operate at a loss year-over-year, and must control costs that seem to increase each year. The most important thing we can do for our employee's welfare is to ensure we maintain our economic viability as a business.

We are concerned that the added payroll costs proposed in HB 2358 will force us to limit the number of hours worked by our employees to 40 hours a week to avoid the added expense of overtime pay. This will result in reduced wages for our employees. This is something we do not want to do as it would negatively impact our employees.

I implore you to oppose HB 2358. This bill will negatively impact not only family farmers and ranchers in Oregon, but also agriculture workers. Please contact us at [kpholliday@ortelco.net](mailto:kpholliday@ortelco.net) if we can provide additional information on this important subject.

Sincerely,

Ken & Pat Holliday  
Holliday Land & Livestock, Inc.