



Oregon's Farm and Ranch Families Oppose -4 Amendment to HB 2358

The -4 amendment is not a compromise.

The expedited phase-in of agricultural overtime in the -4s will harm local farm families and farmworkers. Just as they would have under HB 2358, farmers who cannot afford to pay overtime wages, will adjust their schedules as much as they can to avoid letting their workers accrue overtime. Workers will see their hours and wages reduced according to the schedule set forth in the -4 amendment:

- In 2022, many workers will see their hours limited to 50 hours per week
- In 2023, many workers will see their hours limited to 45 hours per week
- In 2024, many workers will see their hours limited to 40 hours per week

At the same time, farm and ranch families will take steps to control labor costs. Farms and ag-related businesses will invest in machines to harvest crops or will transition to less labor-intensive commodities that require fewer workers. Smaller operations may leave the state altogether. Farmers are price takers, and the economics of agriculture provide no other option but to control costs.

Farmers aren't the only ones who stand to lose under the -4 amendment to HB 2358—farmworkers will find their hours capped and paychecks reduced, as employers struggle to control labor costs. Others could lose their jobs if local farms and ranches find that their operations are no longer viable. The reality is that farmers cannot afford these overtime payments, and family farms and farmworkers will bear the consequences of HB 2358.

Oregon farmers are struggling. Northwest states have seen a 70% increase in bankruptcy filings compared to a national average of just 8%. The radical increase in labor costs proposed under the -4 amendment to HB 2358 will expedite the loss of Oregon's family farms and ranches.

Oregon agriculture urges your "NO" vote on the -4s to HB 2358