

Submitter: Ken McVicker
On Behalf Of: OAN
Committee: House Committee On Business and Labor
Measure: HB4002

- I farm in Marion County. I grow/raise Nursery and as a company we employ 225 employees, many of whom come back to my farm year after year. I am concerned about the impact that ag overtime would have on my farm and employees.
 - This is a false promise to farmworkers - we can't afford to pay overtime, so their hours will be limited and their take-home pay will decrease.
 - It's also a false promise to farmers - the proposed tax credit only delays the inevitable costs that will make it impossible for a lot of growers to stay in business.
 - I do everything I can to compensate employees fairly, but as a farmer, I am a price taker. This means that I cannot increase the sale price of my crops when labor costs increase. Consumers in the global commodity market set our prices. Any added costs will have to be absorbed by my family's farm. That's the economic reality for those of us in agriculture.
 - To remain in business, I will be forced to limit the number of hours that employees work to 40 hours per week, mechanize or transition to less labor-intensive crops to avoid the added expense of overtime pay. I do not want to do this, but that is the practical reality.
 - Farmers have been clear about the consequences of this policy, but I'm also worried that farm employees will see their paychecks reduced or jobs cut if overtime pay is required after 40-hours.
 - Only seven states have adopted ag overtime policies, and most have crafted policies that ensure that local farms can remain viable and that employees' jobs and paychecks are protected. Several states have adopted policies to meet seasonal needs and others established higher overtime thresholds that help avoid some of the worst consequences.
- I urge you to oppose an overtime mandate at 40-hours.