

Submitter: Toni Naranjo-Rivera  
On Behalf Of:  
Committee: House Committee On Business and Labor  
Measure: HB4002

Dear Chair Holvey, Vice Chairs Grayber and Bonham, and members of the committee,  
My name is Toni Naranjo-Rivera and I live in Nehalem in Tillamook County. I am writing to you in support of HB 4002.

Currently Oregon farm workers are not compensated for their overtime work. The 1938 Federal Labor Standards Act (FLSA) excluded farm workers from being guaranteed overtime pay, despite working in one of the most dangerous job industries. In the 1930's, 85% of farmworkers were Black, and when created, FLSA was a blatantly racist policy that intentionally excluded the Black community. By not changing this to give farm workers basic human rights with protected overtime pay, we are perpetuating the harm of institutional racism that was enacted nearly a century ago. We can and we must do better.

Oregon farmworkers ensure that all Oregonians are healthy and fed across the state. Their hard work supports our families and our entire economy. Farm workers are the backbone of my community here in rural Tillamook County. They deserve to be paid for every hour of their essential, difficult, and often dangerous work.

HB 4002 proposes that farm workers be compensated for their overtime work starting at 55 hours per week and dropping the hour maximum over multiple bienniums. Paying a farmworker overtime if they exceed a 55 hour work week is more than reasonable when the standard for other workers under FLSA is a 40 hour work week. This bill not only upholds basic human rights by paying farm workers the overtime that they deserve, but it is a step toward dismantling white supremacy and the horrendous institutional racism that is the legacy of Oregon's state laws.

I urge you to vote YES for farm worker overtime, which is a vote against an outdated racist exclusion of farm workers in the FLSA, and a vote for equality and fair compensation for our essential farm workers statewide.

Thank you for your time.  
Sincerely,  
Toni Naranjo-Rivera