

I farm in Linn County. I grow/raise fruits, vegetables which we sell direct to the public and grass seed. We employ up to 25 employees; high school kids looking for their first job, college kids wanting to make money for school, this is how I put myself through college working all summer, local adults, some of these are school employees looking to make extra cash while school is out, many of whom come back until they graduate or the next phase in their life starts. I am concerned about the impact that ag overtime would have on my farm, employees and my customer base, especially those on a fixed income. First the farm, on the commodity crops I grow, these compete on a global economy and on these I am a price taker. In Oregon I already have a min. wage, lower than Portland but being in the Willamette valley higher than the rest of the state and one of the highest in the nation, I am also charged a % Of the "CAT" by companies that I do business with, basically a sales tax that no other state charges on ag related inputs. With the Ag overtime this would be another cost that I cannot pass on. As a farmer, I am a price taker. This means that I cannot increase the sale price of my crops when labor costs increase.

Wisconsin competes with Oregon in grass seed production, not only are they closer to the large consumer base but have a substantially lower min wage and no ag overtime. 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.

We also grow fruit and vegetables to sell direct to the public. Growing the majority of the crops we sell is very labor intensive. Our experienced workers all make more than min wage In this sector we have had to constantly raise our prices as min wage have been set to increase each year to a point there are crops we no longer plant because it is not economically feasible to pick them. With Oregon's already high min wage, and then overtime figured in vegetables we grow and hand pick like zucchini, broccoli, onions, ect. will be too expensive for our farm to grow and sell. Not only will this affect the number of employees we hire each summer but also affects our main customer base. These are the people who like to can and freeze their own fruits and vegetables. Then there is the customer base who is on a limited income, their SS check at this point in time is not keeping pace with the increasing price that the min wage has put in let alone with the added overtime cost will put on. Locally grown has a premium but this overtime bill will price alot of sesonal products out of reach some consumers.

I have some employees that want all the hours they can get, they don't want to work somewhere else because they will only get limited hours per week. This bill will put an end to that for those who want to work 6 days a week on our farm in the summer. That extra 8 to 10 hours a week was important to some of my employees and was a reason they came back each summer while they were in college or the ones who worked year round but only when they wanted in the winter. 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 which we have already done, 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. As a family business, we can't operate at a loss year-over-year. Mandating overtime after 40-hours demands wages that are not possible with the economics of agriculture and will result in reduced pay and opportunities for farm employees. 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.

As someone who stands to lose their family business, I urge you to oppose an overtime mandate at 40-hours.