

Submitter: Troy Fischer  
On Behalf Of: Dog River Ranch LLC  
Committee: House Committee On Business and Labor  
Measure: HB4002

I am a Manager for a company which operates approximately 350 acres of Pear and Apple Orchards and I personally own and Operate an 8 acre Pear Orchard. A 40-hour overtime threshold would be devastating to the company I work for, the farm I own and the workers we employ. The market determines the price of the fruit we sell so we can not make adjustments to our income to offset an increase in costs - we can not pass off an increase in costs by increasing the price of goods sold. Because of the low profit margins we can not simply pay more to produce our products without detrimental impacts on the company and employees. Higher labor rates on an already thin labor force, combined with the unpredictable nature of growing fruit, is a devastating combo. Cutting worker hours to 40 hours a week increase the strain on family incomes and simultaneously lowers the quality and value of the fruit. Timing is everything in the industry and reacting to mother nature is difficult at best with windows of opportunity regarding fruit pressure, pest management, the impact of severe weather being hot days or rain, harvest logistics etc. The waves of hard work and high demand are currently offset with windows of days off and rest - and the balance works. Some type of overtime, say 56 hours, is more realistic and fair on the work force as the seasonal demand will not change. I, as both a laborer and employer, am not in favor of a 40 hour overtime policy.