

Submitter: Karl Zweifel

On Behalf Of:

Committee: House Committee On Business and Labor

Measure: HB4002

I farm in Tillamook County. I grow/raise grass silage corn silage and grass fed beef replacement dairy heifers for one local dairy farmer we custom harvest and plant ,haul liquid manure for 20 local dairy's. We employ 5 full time employees, we employ 10 or more part time 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. 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.

I feel if this overtime comes into play but it will be very hard on many small farmers in Oregon we have the cheapest food right here in the northwest and if this happens food costs are going to skyrocket and it's going to affect everyone everyone in the room that you're in you really need to think about this because most farmers pay their health very good and we treat them like family this is just one more stone that's gonna break the glass floor. This will greatly affect our bottom line and maybe even make it hard to operate because of the increase in wages oh my guys already get paid very well with full benefits I compete against the Mills and the rock crushers in the creamery so I have to pay very well but our customers cannot increase their pay because they're on a set scale I'm just very afraid that a lot of won't make it if this happens it's serious do you wanna know what's going on you should come out to our county I'd love to take you around and show you the people that this will affect my information is on now heading of the email

Oregon's specialty crops are labor intensive and have peak seasonal needs, including harvesting, pruning, and planting. This bill will likely cost me in new labor costs that I can't afford. 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. The other unintended consequences for employees will be (ex. not be able to pay health care, provide free housing, provide free vehicle, pay end-of-season bonuses etc).

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.