

Submitter: Donnie Jenck

On Behalf Of:

Committee: House Committee On Business and Labor

Measure: HB4002

I farm in TILLAMOOK County. I grow/raise DAIRY and employ 18 employees, THEY ARE NOT SEASONAL. ARE LONGEST TENURED EMPLOYEE HAS BEEN HERE 26 YEARS. I am concerned about the impact that HB 4002, the ag overtime proposal, 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.

Oregon's DAIRY labor HARVESTS MILK DAILY 365 DAYS A YEAR.. This bill will likely cost me \$50,000 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 A REDUCTION IN TOTAL PAY (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.

ESPECIALLY WHEN CONCERNING DAIRY LABOR, EMPLOYEES ARE SPECIALISED AND REQUIRE A GREAT DEAL MORE TRAINING THAN OTHER AG BUSINESSES. MOST EMPLOYEES STICK WITH WORKING DAIRY JOBS BECAUSE THEIR TOTAL PAY AND HOUSING ARE HIGHER THAN TAKING A JOB IN CONSTRUCTION OR OTHER RELATED FIELD. JOB SECURITY IS THE HIGHEST IN DAIRY. THE COWS HAVE TO BE MILKED 2X A DAY 365 DAYS A YEAR. EMPLOYEES HAVE MORE OPTIONS THAN EVER BEFORE, IF THEY

WANT TO WORK A 40/WEEK THEY WILL TAKE A NEW JOB.

ALL YOU WILL CREATE FROM THIS IS A BUNCH OF LOW PAYING JOBS THAT DO NOT HAVE BENEFITS, MUCH LIKE GROCERY STORES THAT LIMIT EMPLOYEE HAOUR TO 30. NO BENEFITS AND THEN THE STATE AND FEDERAL GOVERNMENT GETS TO PAY FOR THERE HEALTH CARE, LOW INCOME HOUSING,SANP ETC.

LET SUPPLY AND DEMAND DICTATE AG PAY NOT THE GOVERMENT

As someone who stands to lose their family business, I urge you to oppose an overtime mandate at 40-hours in HB 4002.