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On Behalf Of:

Committee: House Committee On Business and Labor

Measure: HB4002

Oregon House Committee on Business and Labor

Attention Chairman Paul Holvey:

I would like to address some of the problems with HB4002.

-It would end lots of agricultural jobs because employers could not afford to pay overtime

-Agricultural jobs don't all fit a simple 8 hour day. We have 2 hour days, 6 hour days, 8 hour days, and 12 hour days. This is a part of our culture. Don't force your culture on us. We don't force ours on you.

-When working with animals you have to factor in their schedules. Some days they just need feeding. Some days they need 24 hour care such as when sick. Some days you need to work with them until the job is done and you can let them back out of a confined space such as a corral.

Most employers pay on a monthly set wage rate, regardless of hours worked. Some weeks it might be 20 hours others it might be 60 hours.

Some other employers pay on an hourly basis no matter the hours. Neither of these options uses overtime. Neither discriminates for those days they only work a few hours either. Some people might be able to get in working for two different employers 6 hours each. All of these jobs pay what the market demands in order to get employees that want to do this type of work.

- For instance we have an employee currently that might put in a 10-12 hour day once or twice a month but his average day is only 6 hours which he is quite happy with.

-When you are gathering cattle on an open range it might take 2 hours or 10 hours. It might be done with by noon or I have had a few occasions where I was still riding horseback after dark.

- In agriculture, we are more likely to let an employee get off early in the day to attend a family function or help a friend or neighbor because we know that they won't complain if an emergency comes up and they have to stay past our normal quitting time to take care of the emergency. Because of this and because our culture does not revolve around a 40 hour work week we get employees that appreciate not being tied to a 40 hour work week. It is good for employees and employers to be flexible and it is helpful for families and communities.

- Why does the government think they have to regulate everything and know best without walking the mile in other's shoes? Doctors and nurses who hold people's lives in their hands and decisions are now working 12 hour days or longer. Do doctors get overtime? However a truck driver can't drive for over 8 hours at a time.

This makes no sense.

-We in the livestock and agricultural industries have evolved ways of doing business and working that is in the best interest of our employees and our animals. We as employers work the same hours or longer than the employees so we have first hand knowledge of the time commitments. If we don't keep the employees interests in mind, no one will want to work for us.

-If you pass this legislation it will put employees out of work because employers will not be able to afford overtime and the increased employee taxes that would come with it.

- If you pass HB4002 it will force agricultural employers to not offer the flexible hours that we currently offer.

- If you pass this legislation it will force even more people in agriculture to sell out and leave the industry or move to a friendlier state to the east.

-The employer burden is already horrific for the various employment taxes and regulations and business taxes that are required. These businesses usually employ only a few people but the time burden dealing with the government is huge. This is why there are so many people in Oregon in agriculture already retiring or moving away

-These businesses have high capital requirements and time requirements with low profit potentials already. Don't make it worse. This is why there are so many people in Oregon in agriculture already retiring or moving away.

-- Let the market work without interference and quit being so greedy.