

Submitter: Theodore Frahm  
On Behalf Of: Frahm Farms and Employees  
Committee: House Committee On Business and Labor  
Measure: HB4002

I'm Theodore Roderick Frahm a farmer in Oregon who also so has a packing shed and an A&W restaurant. After listening last night, I wanted to submit a testimony of what will happen to my employees if a 40-hour work week is in place.

At our A&W and our packing house of onions we pay over time after 40 hours but we have multiple shifts. Most the employees reach about 38 hours in a work week.

How will this be done on the farm side you may ask. We have two crews that work the farm right now one crew does are irrigation and the other crew takes care of the weeding that is needed. So, if a 40-hour work week is in place we will be automating the weeding with robotic weeders and my irrigations crew will be working for 8-12 am and the employees that were weeding will now take the afternoon checking the water and would work around 4-8 pm. During our peak season I will be using H2A workers to make two shifts during harvest. This will be a cheaper option for our operations than paying time and a half.

The employees are going to be working around 35-40 hours per week where they are currently working more. Their yearly wage will be reduced from around \$55,000 – \$38,000 depending on the employee to the proposed 40-hour work week \$40,000-\$28,000 greatly hurting their families.

I would propose that Oregon puts into a law an overtime that doesn't affect the employs so great. If there was a 22-week peak period of 60 hours so I don't take away hours from the Oregonians that I currently employ and during the rest of the year we set the work hours to 55 then go to over time. My employs would be earning overtime most of the year around 5-10 hours a week depending on the season and I would still have my crews doing their current jobs. If the proposed rule of 40 hours work week my employs will be financially hurt greatly and we will be automating most aspects of the farm from weeding to irrigation and even tractor. Please think of the people you are trying to help before you pass this bill and consider what I have said about a 22-week peak period of 60 hours and 55 hours for the rest of the year. I have spent a year looking at my options knowing Oregon would be revisiting the over time law. With this modified plan, the employees would receive some overtime pay because farms would not be looking to automate. We would run just one shift instead of using two shifts to avoid paying overtime. Please consider New York State's plan of a 60-hour work week endorsed by both farmers and farm workers. Thank you.