



TESTIMONY IN SUPPORT OF HB 4002

Laura Jean

Co-Director, Cultivate Oregon

Dear Chair Holvey, Vice Chairs Bonham and Grayber, and Members of the House Business and Labor Committee:

My name is Laura Jean and I am writing on behalf of Cultivate Oregon.

I am writing to you today in support of farmworker overtime, HB 4002. Farmworkers should receive overtime pay after 40 hours in a workweek at one and one-half times the employee's regular rate of pay. I know this will impact agriculture as a whole in Oregon, but it is our responsibility to move our sector forward.

- Farmworkers deserve dignity, respect and labor rights. For too long they have been denied rights other workers have been afforded.
- Farmworkers have been excluded from the minimum wage protections, child labor laws, and overtime pay since the Fair Labor Standards Act of 1938.
- Farmworkers are not second-class workers and deserve the same rights as the rest of workers. They deserve to be treated humanely.

Keep in mind, overtime pay law was created to discourage employers from overworking employees. Before 1938, employers overworked workers even to the point of death. Extending overtime pay protections to farmworkers will create better health conditions and a longer life for farmworkers.

Exclusion from overtime pay requires farmworkers to work many hours without having time to do other things. Overtime pay would give farmworkers more time outside of work. Farmworkers should be able to spend more time with their families or tend to other responsibilities, instead of spending most of their life at work.

Farmworkers deserve a living wage to pay for their living expenses. Farmworkers are some of the lowest paid workers in Oregon with a median income of \$28,000 a year. Farmworkers who put food on our table should be able to put food on their own table and make enough money to do so. Overtime pay would extend to Oregon's 86,389 farmworkers (OSU enumeration study).

I urge you to pass farmworker overtime in the 2022 Legislative Session to ensure farmworkers in Oregon are paid fairly for their skilled and essential labor. It's common sense and the right thing to do.

Sincerely,

Laura Jean

Co-Director, Cultivate Oregon