

Submitter: Claire Zielinski
On Behalf Of: Opposition to HB 4002
Committee: House Committee On Business and Labor
Measure: HB4002

I grow/raise Fruit Trees in Marion County and employ 20 employees, many of whom work year-round on my operation. I want to share with you my concerns about the impact of an ag overtime mandate on my operation and employees.

Many ag workers rely on and enjoy the seasonality of their work. Some being experts in Apple Picking work long hours during Harvest to collect a larger pay check. They then can live off that money for a few months taking the time to relax, renew, spend time with family, and travel. Until they are ready to work again in a different area of Agriculture. The ag overtime mandate would completely disrupt the way of life for many ag workers.

Livestock operations have unique needs. Cows, sheep and other livestock rely on 24-hour supervision and response and require a flexible workforce year-round. Implementing HB 4002, an overtime mandate at 40 hours, will be difficult if not impossible for livestock producers. How will I care for my animals if an emergency comes up or on the open range? The market doesn't give me the ability to demand a higher price for beef or milk simply because Oregon increases labor costs. Costs for feed, fuel and supplies are skyrocketing. Labor costs come straight from the bottom line at a time when many farms and ranches are struggling to stay afloat. An inflexible 40-hour overtime mandate simply won't work for our industry.

Many employees, particularly those who work with cattle or sheep on the range, choose to work in solitude in remote areas where on-duty time and off-duty time is harder to calculate. Federal law already exempts those principally involved in "range work," because it's such a poor fit for traditional wage and hour requirements. It doesn't make sense to craft a one-size-fits-all policy that will immediately shutter sectors of Oregon agriculture.

At a 40-hour overtime threshold, workers risk losing shifts, total hours and take-home pay. In addition, the new labor costs might cause trade-offs for current benefits like insurance and housing. With increasing labor costs, many producers simply may not be able to continue providing these additional benefits to their workers. Agricultural overtime could have dire consequences for the families who depend on ranches and dairies for their income.

Please oppose a 40-hour overtime mandate for Oregon agriculture under HB 4002. It won't work for livestock producers. Our needs aren't seasonal, and imposing new costs at this difficult time will sacrifice our local, family-owned dairies, livestock

operations, and range operations.

Sincerely,

Claire Zielinski