

Submitter: Wade Bingaman
On Behalf Of:
Committee: House Committee On Labor and Workplace Standards
Measure, Appointment or Topic: HB2548
Subject: Opposition to HB 2548

HB 2548 undermines the fundamental relationship between farm employers and their workers by transferring critical decisions about staffing, wages, benefits, and training to an unelected, unaccountable bureaucratic body. If passed, this bill will strip farmers of their ability to manage their operations effectively and jeopardize the livelihoods of the very workers it claims to protect.

What does HB 2548 do?

? Establishes an unelected governing body with unchecked power to impose new regulations on farms every two years, including increasing minimum wages, mandating

rest breaks, controlling work schedules and hours, and dictating uniform training on worker rights by state-certified organizations (such as unions and trial attorneys).

? Imposes additional workplace health and safety requirements beyond what OR-OSHA

already enforces, creating duplicative and burdensome regulations.

? Eliminates at-will employment in agriculture and restricts an employer's ability to discipline or terminate employees, opening the door for frivolous lawsuits and excessive

legal liability. This bill grants a private right of action to employees and trial attorneys who disagree with a farm's disciplinary or termination decisions, putting undue legal and

financial pressure on farm owners.

As someone with extensive experience in agriculture and business management, I do not take

these concerns lightly. The reality is that

farm work is demanding, and it requires flexibility to account for weather conditions, crop needs,

and market pressures. This bill ignores the realities of agricultural work and instead imposes

rigid mandates that will only make it harder for farmers to stay in business.

If this bill passes, it will drive up costs,

increase legal risks, and push farms out of business—leading to fewer jobs, less local

food

production, and increased reliance on foreign imports.

I strongly urge you to oppose HB 2548 and instead work with those of us who actually

understand farming to develop policies that support both employers and employees without

destroying Oregon agriculture.