



# ***Spring Creek Gardens Inc.***

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March 10, 2025

Attn: House Committee on Labor and Workplace Standards

RE: HB 2548

Dear Committee Members:

Thank you for the opportunity to weigh in on House Bill 2548.

Our family nursery is strongly opposed to this bill. Oregon already has some of the strictest regulatory measures in place in the nation, and among the highest minimum wages. Oregon OSHA already has a very strict set of rules, with recent changes to penalties and fines, as well as increased worker protections. In many cases, fines have increased tenfold. This bill reaches beyond the current, strict regulatory environment and creates an onerous set of additional rules in an already difficult environment for a small business owner.

We are also very concerned about removing the 'at will' provision of employment. In Oregon, 'at will' employment is already almost laughably weak. Nearly every class of worker, and any reason for poor job performance is already protected, and we must be exceedingly careful whenever we feel the need to replace a worker. The employer has virtually no rights to control our workforce. Removing the 'at will' clause, weak as it already is, will make it that much more difficult to find and retain good quality employees. This is a grossly unfair over-reach of regulations, unfairly targeting agriculture.

We are respectfully requesting that this bill be defeated. Running a small agricultural business in Oregon is already very difficult, and we struggle to maintain thorough and correct compliance with regulations as they stand. We do not need additional pressure on an already heavily regulated industry.

Thank you,

Renee Phelps

CEO, Spring Creek Gardens, Inc.