

Submitter: Ricardo Galvez

On Behalf Of:

Committee: House Committee On Labor and Workplace Standards

Measure, Appointment or Topic: HB2548

I am a first generation Mexican American. My family came to Oregon in the 80s. They started working in orchards and packing sheds and slowly started building a life for themselves. They enjoyed their employer and their employer gave them more responsibilities and momentum upward. Every one of my family members that worked in the orchard now own property, homes and vacation homes back in Mexico. My father taught me how to work hard and I too have made big advances in my life because of working in the orchards. To make all employers the bad guys is wrong. I, like me family agree, if you show you are motivated, willing to learn and stay out of trouble, you can make great progress in an industry that always is getting bashed. My immigrant family members are appalled at the thought bad employees would not be fired because of bureaucracy. I have worked at places that had union representation and unfortunately, the attitude of " I can do less, they can't fire me" was everywhere. I left that workplace because of that stance. If you apply for a job, that means you are there to be be paid for your time. If you are deliberately being a bad employee and being compensated and protected for that, makes me furious. There are already work safety standards, multiple agencies that inspect farms for not only food safety but also employee training, on top of that any H2A contracts have a huge list of protections that are spelled out in the contract before they are employed. This bill's over reach taking power away from Employers to release problematic employees is absurd. If employees do not like their wages, work conditions, etc, take your skills and find a new job. Get trained for a higher paying job. Do what my family did and better yourself.

I encourage you to think hard about making our state's farms have to go through more bureaucracy and unnecessarily force employers to lighten the liability and not hire. Please oppose this bill.