



March 12, 2025

To: Rep. Dacia Grayber  
From: Adam Farley  
RE: HB 2548

Rep. Grayber:

My name is Adam Farley. Our family owns and operates Countryside Nursery in Aurora, Oregon. I am writing to urge you to oppose HB 2548.

HB 2548 creates an unelected governing body with the authority to increase regulations for Oregon farms. These regulations would impact wages, work schedules, and workplace health and safety standards, among other things.

Our small business has adapted to many new regulations over the past decade, making the task of providing jobs more challenging. For example, we felt it necessary to outsource our payroll functions to a third-party service as compliance issues have become far more complicated to deal with. I consider our company to be a progressive employer in the sense that we have always paid our workers overtime; but other programs and regulations such as PTO and OFLA have made it more difficult to properly staff our nursery and care for the living products we produce.

A few points of particular concern are that HB 2548 singles out agriculture by eliminating at-will employment in this sector alone; that the bill makes staffing decisions more onerous and difficult; and that it potentially subjects our businesses to additional workplace health and safety requirements, beyond those mandated by Oregon OSHA.

It is difficult for me to understand why, for example, a tire company, pet store, or restaurant would be permitted to hire on an at-will basis, but under HB 2548 a farm would not be permitted to do so. If there is anything that distinguishes agriculture from other segments of the economy, it is the seasonality and unpredictability of our business. Exposure to legal claims if we reduce staff, for example in response to a bad-weather year, presents an undue burden and risk. At Countryside, worker safety is a top concern; there is already a governing body to address this, making HB 2548 feel unnecessary and redundant.

I appreciate your consideration of the above as your committee hears testimony on HB 2548.

Sincerely,

Adam Farley  
President  
Countryside Nursery