



# Associated Oregon Loggers, Inc.

PO Box 12339 | Salem, Oregon 97309 | (503) 364-1330 | [aol@oregonloggers.org](mailto:aol@oregonloggers.org)

May 13, 2025

The Honorable Kathleen Taylor, Chair  
Senate Committee On Labor and Business  
Oregon State Capitol  
Salem, OR 97301

Subject: HB 2957 A - **Oppose**

Chair Taylor, ViceChair Bonham, and Members of the Committee:

For the record, my name is Amanda Sullivan-Astor, Forest Policy Manager at Associated Oregon Loggers and a certified forester. I am submitting this testimony in opposition to HB 2957 A, which creates legal and administrative uncertainty for small forest businesses that are already operating under tight margins.

HB 2957 A significantly alters the complaint process under the Bureau of Labor and Industries (BOLI). It replaces the straightforward 90-day notice system with a more complex "notice of rights" framework, where the time to file a lawsuit varies depending on how much time remains in the underlying statute of limitations. This change introduces greater confusion and risk for employers trying to manage legal exposure.

In practice, small businesses—especially those without in-house counsel or HR departments—will be forced to adopt new, more exhaustive record-keeping systems and maintain long-term legal readiness to defend against complaints that may arise years after the fact. This is a serious burden for small, rural employers.

Furthermore, HB 2957 A makes it an unlawful employment practice for employers to enter into agreements that contractually shorten statutes of limitation. While this may be aimed at curbing abuse by large entities, it inadvertently limits flexibility for small businesses that use such terms to manage liability risk and insurance costs.

Unintended consequences of HB 2957 A include:

- **Increased legal costs:** Defending stale claims that are difficult to verify due to lost records or faded memories.
- **Operational uncertainty:** Prolonged exposure to potential lawsuits hinders long-term planning and investment, critical for sustainable forestry operations.
- **Administrative overload:** Small, family-run businesses would need to comply with complex legal record-keeping practices beyond their current capacities.

We urge the Committee to reconsider HB 2957 A or add exemptions for small employers. Oregon's rural businesses support jobs, wildfire response, and forest stewardship. They deserve clear, fair rules—not costly legal ambiguity.

Sincerely,

**Amanda Sullivan-Astor, CF**

Forest Policy Manager; Associated Oregon Loggers  
Office: 503-364-1330  
[aastor@oregonloggers.org](mailto:aastor@oregonloggers.org)

***A Trusted Partner for Oregon's Forest Operators***