
OREGON PLUMBING-HEATING-COOLING CONTRACTORS TESTIMONY AGAINST SB454 / HB2005

Before the Senate Workforce and House Business & Labor Committees

By: Rick Charriere, First Vice President, Oregon PHCC



Chair Dembrow and Chair Holvey

The Oregon State Association of Plumbing-Heating-Cooling Contractors (Oregon PHCC) represents both open and closed shops, both small and large shops, and new, remodel and 24-hour service shops all across the state of Oregon.

I own MP Plumbing in Clackamas, Oregon.

- * As a company we are longtime members of NFIB as well as members of the North Clackamas County and Oregon City Chambers of Commerce.
- * We are members of the Clackamas County Business Alliance and I have been on their Transportation Committee for the last couple of years.
- * I was on the board and served as chair of the Metro Parks and Greenspaces Advisory Committee.
- * Last, but not least, I am chairperson of the Area 1 Plumbers JATC.

My employees are very important to me. MP Plumbing employs over 25 people. We have over 15 people that have been with the company for over five years, of these 12 have got more than 10 years and three with over 25 years. One of my plumbers, Joe, has been with me 30 years this month.

In this amount of time I have learned a great deal about what they want and need.

We provide great benefits to our employees! I want to be able to provide them with the highest standard of living possible.

With the great recession we recently survived, and the high cost of running a business, I wasn't able to advance their wages as much as I would liked, but I was able to keep them in a stable family-friendly work environment. Now I Want To Do More.

I would like to read an excerpt from our company "Mission Statement and Shared Values":

“PEOPLE are our most important asset. We want to attract and keep high quality individuals whose character, personal values and professional potential are consistent with our strategy of continuously improving the value we provide to our customer.”

We recently implemented the City of Portland's PTO requirements. The amount of time our staff had to dedicate to learning the system, coupled with all the other expenses, once again limited our ability to advance our plumbers and office people's wages to the point we had planned.

We had many additional expenses such as: attorney fees, accountant fees, increased payroll costs, and all of this on top of the time it took to implement.

Then we found ourselves paying an abnormal amount of time off pay to get our books clean for basically a new start as far as payroll and time off. Put on top of all of this is the expense of updating all of our employee manuals.

Making a requirement to pay for sick leave to new or part time employees is creating another situation that reduces the benefits we are able to pay our dedicated employees.

Our State and its economy need more jobs to meet the growing number of people looking. Implementing policies that will reduce the amount of available jobs is bad policy.

Small businesses provide so much to fuel our economy. Putting people to work fuels our economy. Giving every working individual a mandatory cut of production hours doesn't help the employee or the economy and these bills will do just that.

Give employee's an opportunity to earn more and they will.

Give a business an opportunity to expand, compete, and grow, and they will.

This was once the land of opportunity, I'm afraid we are taking those opportunities away!

Increased minimum wage, increased minimum benefits, increased fees. Give employees and businesses a chance. Get out of their way. Employee's need an opportunity to step up, NOT receive another hand out.

Oregon Association of Plumbing-Heating-Cooling Contractors

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