



Pineros y Campesinos Unidos del Noroeste
Northwest Treeplanters and Farmerworkers United

300 Young St. / Woodburn, Oregon 97071 / (503) 982-0243 / (503) 982-1031 (FAX)
e-mail: farmerworkerunion@pcun.org website: www.pcun.org

To: House Business and Labor Committee
From: Ramon Ramirez, President, PCUN
Re: Support SB 1532, increasing Oregon's minimum wage
Date: February 15, 2016

Dear Chair Holvey and Committee Members,

My name is Ramon Ramirez. I am speaking on behalf of the membership of Pineros y Campesinos Unidos del Noroeste, PCUN, Oregon's farmworker union. Founded in 1985 by 80 farmworkers, PCUN today includes over 6,5000 members.

I am here today to strongly support SB 1532 that would raise Oregon's minimum wage.

Everyone has the right to earn a decent living including farmworkers, who put food on our tables. Farmworkers in Oregon makes an average of \$9,000 a year if they work seasonally, or \$14,000 a year for full-time, year-round work. That's even lower than the \$20,000 a minimum wage earner makes in a year, and is not nearly enough to live on.

Agriculture is the second-largest economic driver in our state – valued at \$6.0 billion. Workers that make that possible deserve to be paid a decent wage for the hard work they do. Farmworkers have been excluded from many major workers' rights laws. They deserve the same basic standards of pay and legal protections that all Oregon workers enjoy.

That's why when we raise the minimum wage, we can't leave anyone behind. Oregonians work hard every day so their employers can make growing profits — that hard work deserves to be rewarded with dignity and basic economic security for them and their families.

Let's give farmworkers the chance to afford the very food they help produce, and start to correct historic inequities that have kept farmworkers and their families living in poverty.

I urge you to pass a minimum wage increase this session.

Are Oregon Farmers in competition with other states like Idaho and Washington because Oregon has a higher Minimum Wage?

No, According to the Department of Labor, Idaho and Washington States are the largest users of the H2-A agricultural “guest worker” program in the Northwest, employing thousands of Guest Workers.

The Minimum wage (AEWR for 2016) for a guest worker in Idaho is \$11.75 an hour. In Washington State the Minimum Wage (AEWR for 2016) is 12.69. The Grower must provide OSHA approved Housing, Plus Transportation to and from the home country. In addition, must provide safety equipment. Factoring the overall cost, the Minimum Wage for a Farmworker under the H-2a program in Idaho ranges from \$15.00 to \$17.00 dollars an hours. If a grower uses the H-2a Guest worker program, the also have to pay the domestic farmworker the same AEWR wage if they work on the same farm. The AEWR wage in fact includes more than the guest worker.

Don't you think that Farmworkers deserve an increase in their minimum wage?

Yes, Farmworkers are the lowest paid workers in America. Based on the most recent report published by the U.S. Department of Labor—farmworkers earn \$7.25 per hour on average, but this “average” varies greatly. For example, workers who have worked for the same employer for multiple years earn more than other workers. Those who have been with an employer for a year or less earn an average of \$6.76 per hour, and those who have been with the same employer for at least 6 years earn an average of \$8.05 per hour. Annually, the average income of crop workers is between \$10,000 to \$12,499 for individuals and \$15,000 to \$17,499 for a family. To give you an idea, the federal poverty line is \$10,830 for an individual or \$22,050 for a family of four.

Thus, according to NAWS, 30% of all farm workers had total family incomes below the poverty line. Yet Oregon Agriculture continues to improve economically topping 6 billion in total gate sales.

Agriculture (USDA). 20 CFR 655.120(c) requires that the Administrator of the Office of Foreign Labor Certification publish the USDA field and livestock worker (combined) wage data as AEWRS in a **Federal Register** notice. Accordingly, the 2016 AEWRS to be paid for agricultural work performed by H-2A and U.S. workers on or after the effective date of this notice are set forth in the table below:

TABLE—2016 ADVERSE EFFECT WAGE RATES

State	2016 AEWRS
Alabama	\$10.59
Arizona	11.20
Arkansas	10.69
California	11.89
Colorado	11.27
Connecticut	11.74
Delaware	11.66
Florida	10.70
Georgia	10.59
Hawaii	12.64
Idaho	11.75
Illinois	12.07
Indiana	12.07
Iowa	12.17
Kansas	13.80
Kentucky	10.85
Louisiana	10.69
Maine	11.74
Maryland	11.66
Massachusetts	11.74
Michigan	12.02
Minnesota	12.02
Mississippi	10.69
Missouri	12.17
Montana	11.75
Nebraska	13.80
Nevada	11.27
New Hampshire	11.74
New Jersey	11.66
New Mexico	11.20
New York	11.74
North Carolina	10.72
North Dakota	13.80
Ohio	12.07
Oklahoma	11.15
Oregon	12.69
Pennsylvania	11.66
Rhode Island	11.74
South Carolina	10.59
South Dakota	13.80
Tennessee	10.85
Texas	11.15
Utah	11.27
Vermont	11.74
Virginia	10.72
Washington	12.69
West Virginia	10.85
Wisconsin	12.02
Wyoming	11.75

Pursuant to the H-2A regulations at 20 CFR 655.173, the Department will publish a separate **Federal Register** notice in early 2016 to announce (1) the allowable charges for 2016 that employers seeking H-2A workers may charge their workers for providing them

three meals a day; and (2) the maximum travel subsistence reimbursement which a worker with receipts may claim in 2016.

Portia Wu,
Assistant Secretary, Employment and Training Administration.
 [FR Doc. 2015-32114 Filed 12-21-15; 8:45 am]
BILLING CODE 4510-FP-P

OFFICE OF MANAGEMENT AND BUDGET

Request for Comments on Category Management Policy 16-1: Improving the Acquisition and Management of Common Information Technology: Software Licensing

AGENCY: Office of Management and Budget.

ACTION: Notice of Public Comment Period.

SUMMARY: The Office of Management and Budget (OMB) is seeking public comment on a draft memorandum titled, “*Category Management Policy 16-1: Improving the Acquisition and Management of Common Information Technology: Software Licensing.*”

DATES: The 30-day public comment period on the draft memorandum begins on the day it is published in the **Federal Register** and ends 30 days after date of publication in the **Federal Register**.

ADDRESSES: Interested parties should provide comments at the following link: <https://software.cio.gov>. The Office of Management and Budget is located at 725 17th Street NW., Washington, DC 20503.

FOR FURTHER INFORMATION CONTACT: Mr. Paul Oliver, OMB, at 202-395-0372 or OFCIO@omb.eop.gov.

SUPPLEMENTARY INFORMATION: The Office of Management and Budget (OMB) is proposing a new policy to improve the management and acquisition of commonly-purchased enterprise software. The policy advances the Category Management initiative established in the OMB Memorandum dated December 4, 2014, *Transforming the Marketplace: Simplifying Federal Procurement to Improve Performance, Drive Innovation, and Increase Savings*. The policy also addresses the implementation of the governmentwide software purchasing program in the Federal Information Technology Oversight and Reform Act (FITARA). The draft memorandum establishes policies to reduce redundancy, increase accountability of agency officials, and promote best-in-class software

agreements across the Federal Government. Authority for this notice is granted under the Clinger-Cohen Act, 40 U.S.C. Subtitle III.

Tony Scott,
Administrator, Office of the Federal Chief Information Officer.
Anne Rung,
Administrator, Office of Federal Procurement Policy.
 [FR Doc. 2015-32059 Filed 12-18-15; 11:15 am]
BILLING CODE P

NATIONAL SCIENCE FOUNDATION

Sunshine Act Meeting; National Science Board

The National Science Board’s Science and Engineering Indicators Committee, pursuant to NSF regulations (45 CFR part 614), the National Science Foundation Act, as amended (42 U.S.C. 1862n-5), and the Government in the Sunshine Act (5 U.S.C. 552b), hereby gives notice of the scheduling of a teleconference for the transaction of National Science Board business, as follows:

DATE AND TIME: Wednesday, January 6, 2016 at 4:30 p.m. EST.

SUBJECT MATTER: (1) Chairman’s opening remarks; (2) Approval of minutes of November 18, 2015; (3) Discussion of Higher Education Companion Brief; and (4) Committee Chair’s Closing Remarks.

STATUS: Open.

LOCATION: This meeting will be held by teleconference at the National Science Foundation, 4201 Wilson Blvd., Arlington, VA 22230. A public listening line will be available. Members of the public must contact the Board Office send an email message to nationalsciencebrd@nsf.gov at least 24 hours prior to the teleconference for the public listening number.

UPDATES AND POINT OF CONTACT: Please refer to the National Science Board Web site www.nsf.gov/nsb for additional information. Meeting information and updates (time, place, subject matter or status of meeting) may be found at <http://www.nsf.gov/nsb/notices/>. Point of contact for this meeting is: Elise Lipkowitz (elipkowitz@nsf.gov), 4201 Wilson Blvd., Arlington, VA 22230.

Kyscha Slater-Williams,
Program Specialist to the National Science Board.
 [FR Doc. 2015-32287 Filed 12-18-15; 4:15 pm]
BILLING CODE 7555-01-P

RAISE THE WAGE: Economic Fairness for **ALL** Oregonians



Oregon families need to be able to afford the basics like housing, childcare, and transportation. Unfortunately, right now that isn't a reality for the hundreds of thousands of Oregonians earning minimum wage—workers who are disproportionately communities of color.

IT'S TIME TO RAISE THE MINIMUM WAGE FOR **ALL** OREGONIANS.

We need to make sure that any Oregonian who is working full time earns enough to provide for basic needs, like housing, transportation, and food.

Oregonians earning minimum wage aren't folks starting out in their careers, and we aren't talking about entry-level jobs. They are mothers and fathers. They work harvesting crops in the fields and taking care of the sick and elderly. They keep our airports running and they are the face of our small businesses

Raising the minimum wage is a necessary step towards addressing our racial wage gap. As the general economic health of Oregon worsens, poverty and economic inequality disproportionately affect communities of color. More than half a million Oregonians will benefit if the statewide wage floor is increased to \$13.50 an hour—and these minimum wage earners are disproportionately people of color.

- People of color make up 42% of minimum wage workers nationally, but constitute only 32% of the U.S. workforce.
- One-fifth of low-wage workers in Oregon are people of color, and 45% of Latino and 50% of African American workers are employed in low-wage industries.

While a minimum wage increase will help a lot of people, if lawmakers carve out exemptions (from agriculture exemptions to a training wage to sick leave restrictions), **it will—by design—disproportionately leave behind communities of color.**



“Lorem ipsum dolor sit amet, consectetur adipiscing elit. Cras aliquam iaculis urna, at convallis lacus interdum. Ut lectus est, varius eget, ex quis, sollicitudin ultrices magna. Nulla facilisi.”



“Lorem ipsum dolor sit amet, consectetur adipiscing elit. Cras aliquam iaculis urna, at convallis lacus interdum. Ut lectus est, varius eget, ex quis, sollicitudin ultrices magna. Nulla facilisi.”

Questions?

RamonRamirez@PCUN.org or Andrea@CausaOregon.org

FAQs



How does a minimum wage increase impact marginalized communities?

Historically marginalized and underrepresented communities continue to be left behind as low wages and increasing costs drag families down. Raising Oregon's minimum wage would directly benefit thousands of families. These minimum wage earners are disproportionately women and people of color.

- Approximately 2/3 minimum wage workers are women, and many of them are the primary breadwinners for their families.
- People of color make up 42% of minimum wage workers nationally, but constitute only 32% of the U.S. workforce.
- One-fifth of low-wage workers in Oregon are people of color, and 45% of Latino and 50% of African American workers are employed in low-wage industries.
- Approximately 25% of part-time workers in Oregon are considered "involuntary part-time"—meaning they would take a full-time job if one were offered to them. This phenomenon disproportionately affects Oregonians of color: 60% of African Americans and 46% of Latinos work part-time, but would prefer to work full-time.

The agriculture industry says they can't support a raise because they can't set their own prices and offset costs that way. Should there be an exemption?

No. Our agricultural workers, predominantly Latino, are among our lowest paid Oregonians. These are some of the most grueling jobs that exist, and the average farmworker in Oregon makes just \$14,000 a year. That's not enough to live on.

While a minimum wage increase will help a lot of people, if lawmakers carve out an agriculture exemption, the policy will—by design—disproportionately leave behind communities of color.

Without agricultural exemptions, will we lose farms to Idaho?

No. Idaho faces a labor shortage in the agricultural community. The idea that Oregon farmers could save money by moving to this low-supply, high-demand agricultural environment is pure fiction.

Businesses say a training wage allows young people to enter the work force and gain experience. Shouldn't we include a training wage?

No. Oregon has never had a training wage in the past—and for good reason. A training wage is simply a loophole for businesses to pay people less for doing the same work. Training wages for teens and young workers fail to acknowledge that, particularly among communities of color, young peoples' wages contribute directly to household necessities.

FAQs



What are the economics of increasing a minimum wage?

Raising the wage can help our economy. When low-wage workers who depend on public assistance have more to spend, they become more self-sufficient. This will free up an estimated \$1.7 billion a year in taxpayer dollars currently subsidizing the profits of corporations in Oregon that pay their workers low wages.

In fact, raising the wage will pump millions of dollars into Oregon's economy, because one person's employee is another's customer. When workers at businesses in our community are paid more and can afford to buy more, the positive effects are seen throughout the community.

Won't raising the wage actually hurt the very workers we're trying to help, since a higher wage would make them ineligible for public assistance programs?

Right now, many low-wage workers have to rely on public benefits just to cover their basic necessities. Meanwhile, the huge corporations that they work for are bringing in record profits. Most low-wage workers do not work for small businesses; they work for large ones. That means that taxpayers are effectively subsidizing huge corporations that are exploiting their low-wage workforce, to the tune of \$1.7 billion every year. If people are working full time, they should be able to make ends meet without public assistance.

It's time to hold businesses responsible for paying a living wage, rather than relying on corporate welfare to subsidize their employment programs.

Won't raising the minimum wage cut into the already-thin margins of small businesses, forcing them to reduce hours and lay off employees?

SB 1532 has strong consideration for businesses, including a phase-in period so that businesses have the certainty they need to plan.

But at the end of the day, minimum wage increases have proven to have positive impacts for businesses. We've seen in other locations that have raised the wage that business growth actually expands following their raise. That's because one business's employee is another business's customer: A raise in the minimum wage means that people have more money to spend in local businesses to buy things like school supplies, clothes, and groceries.

A December 2015 report from Cornell University¹ found that minimum wage increases over the past twenty years have not had a negative impact on restaurant employment. In fact, researchers found strong evidence that increases in the minimum wage reduce turnover and increase productivity.

FAQs



Why raise the wage now, especially since Oregon already one of the highest minimum wages in the nation?

A full-time minimum wage worker in Oregon makes just \$19,240 a year. That is not enough to afford basics like housing, transportation, and food.

Hardworking Oregonians have been struggling too long to get by on these low wages—and Oregonians are ready for lawmakers to do something about it. It's why a majority of voters support a wage increase—and nearly 2/3 of voters said they would be more likely to support a legislator who voted in support of a minimum wage increase.²

Do you support the effort to raise the minimum wage to \$15/hour?

Studies show that \$13.50 would provide a minimal level of self-sufficiency for families in different communities across the state. We should raise the statewide floor to \$13.50 in addition to allowing local areas with higher costs of living to go above that minimum.

If the Legislature lifts pre-emption, why raise the statewide floor given the high unemployment rates in many rural counties?

Because any Oregonian working full time should be able to make ends meet. Oregonians who are making minimum wage earn only \$1600 a month/\$19,200 a year—and that's not enough to get by in any community in Oregon.

Raising the minimum wage will just raise the price of goods and services, which will devastate seniors living on fixed income.

Not according to economists. Experts have shown time and time again that minimum wage is not a driver for inflation. Global economic forces and events are.

¹ Cornell University. (December 16, 2015.) <http://scholarship.ssha.cornell.edu/cgi/viewcontent.cgi?article=1000&context=chrreports>

² GBA Strategies and Lake Research Partners. (January 28, 2015.) http://media.oregonlive.com/business_impact/other/Pol_Call.pdf

Questions?

RamonRamirez@PCUN.org or Andrea@CausaOregon.org

