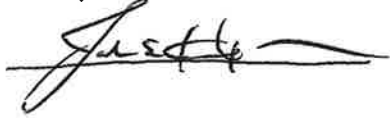
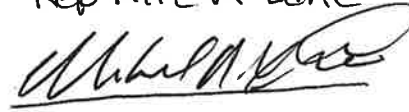


From the desk of
Rep John Huffman



From the desk of
Rep Mike McLane



From the desk of
Rep Cliff Bentz



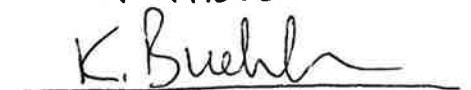
From the desk of
Rep. Greg Barreto



From the desk of
Rep. Gene Whisnant



From the desk of
Rep. Knute Buenler



Colleagues,

SB1532

Below are only a handful of excerpts from statements received from Central and Eastern Oregon business people. Their concerns are real and we must listen to their voices.

"I'm writing this email because I am greatly concerned about the impacts of Senate Bill 1532 and increasing the minimum wage in Oregon. I currently work with businesses large and small to help them manage their risk and provide insurance solutions. During my consultations we discuss all forms of risk to a business and currently Senate Bill 1532 is one of the most concerning to my clients. A majority of small to mid-size businesses have already stopped providing health insurance benefits because it is more cost effective to get rid of that benefit than to try to comply with the new ACA requirements. Now, with a potential wage increase they are looking at their balance sheets and trying to figure out where they can absorb this impact. Some of the measures they are considering are: downsizing workforce, increasing cost to suppliers which will fall to the consumer and lastly I have some companies that are considering moving their companies to other states where they can afford to maintain operations." **Matt McGowan, Redmond**

"I am adamantly opposed to Senate Bill 1532. As the General Manager of a private golf club in Bend this will have an immediate impact on 57% of our staff. Of our 70 hourly employees 39 of them are paid an hourly wage between \$9.25 and \$9.50. An additional 27 of our hourly staff (38%) make less than \$13 per hour. Four of our 70 employees (5%) have an hourly rate over \$13 an hour. What kind of impact do you think a minimum wage will have on our business? Huge. What will it mean to us? Very simple, we WILL employ less people." **Mark Amberson, Bend**

"There is nothing stopping businesses and non-profits in Portland from paying their workers as much as they want or can. I'm all for it, if that's what the business can do and remain open. I simply resent having Portland dictate what the rest of the state must do." **Barbara Malcom, Bend**

"My company owns and operates two of Central Oregon's largest destination resorts - Brasada Ranch and Eagle Crest Resort - and in short a wage hike as proposed would ruin our businesses. Given the higher than average wages we already pay - given our "out-of-town" locations - and the region's severe seasonality (90% of profits are generated June through September), we cannot afford a wage hike in the least. Please stop the wage hike." **Brent McLean, Central Oregon**

"This intrusion is morally reprehensible for the following reasons:

- I and my shareholders, not the State of Oregon, divide an owning interest in this business. It is we, not the State, who have the right to enter into labor contracts.
- I, not the State of Oregon, know what my clients are willing to pay for goods and services, including the labor, its cost.
- I am already charging the maximum amount possible for my industry.
- On average, my industry makes between 7-10% net profit per annum.
- Last year my net profit was 0% (that means we broke even).
- I already pay my staff above the minimum wage rate, but I do so voluntarily.
- I resent the State's immoral decision to rend me of my God given freedom and liberty to continue doing so at my own discretion, and to the satisfaction of my staff.
- This is nothing more than an illegitimate attempt by government to force the redistribution of wealth an immoral way." **Cody Owens, Eden Scapes**

"I have had a small business in Oregon for 45 years. If this wage is increased it will destroy my business. I will have to close it. Please, help me keep my business." **Linda Hickman, Bend**

"Beef Northwest currently employs 180 people in Oregon and an additional 27 people in Washington. Our roots date back to the 1870s, when the Wilson family first began ranching in the Baker Valley. Our company was founded in 1991 with a commitment to teamwork and quality products. We value our employees and compensate them well for their hard work. The wage hike the House is now considering will not only raise wages, it will also increase employer payroll and unemployment tax payments. Like other agricultural employers, our company already faces the constant uncertainty of market price fluctuations. A state-mandated wage hike of this size creates another hurdle for us and it will increase the pressure to replace jobs with technology. That is a terrible choice and certainly not good for our employees, their families or their communities." **Kirk Jacobson, North Powder**

"Our family fun center business is a second generation, family owned business started more than 20 years ago in Bend. Our business relies on the discretionary income of hard working people, both local and visitors from all over the world. Our pricing for both goods and services is already at the maximum threshold. We will not be able to absorb the proposed increase in payroll and provide the same service, or employ

the same number of people that we currently have and have worked hard for two decades to achieve and maintain. Our company employs 31 people ranging in age from 16 to 48. Under SB 1532, we will find ourselves with a 30% increase in payroll expense. We already pay more than the current minimum wage so we can hire and retain a responsible and committed staff. Also, the proposed increase will force us to raise the pay of experienced staff by the same percentage in order to keep them. Over the past two years we have seen increases of more than 14.5% in energy costs, 17% in food costs, along with increased cost in labor and the new paid sick leave requirements, plus increased workman's comp insurance rates that are based on gross payroll. In addition, our suppliers have had the same challenges and have had to pass along their increases to us. We pride ourselves in exceptional customer service and immediate responses to customer requests. With a 30% increase in labor costs, our models show us that we will be forced to reduce staff, reduce hours of operation and close certain activities during the times of day that they are not profitable to man. All of this will result in us eliminating 10 or our 31 employees while hoping that our customers will still receive a good enough experience to continue to patronize our business. Many of my business associates in Bend are making similar plans to adjust staffing and hours." **Scott Ramsey, Bend**

This increase will NOT BENEFIT Oregon and most definitely will HURT OUR SMALL BUSINESSES!!! Below is an exert from one of our local 3 Generation Successful Small Businesses in The Dalles....

"I am a small business owner. We have been in business since 1940. I drive a 17 year old truck. I don't fly in a private jet or retreat to my vacation home every weekend. We operate on tight margins and our risk isn't spread across 1,000's of locations. I employ 38 people, many of which have been with us over 10 years, some over 20. Some make more than the proposed wage, some do not based on talent, training and expertise required. This proposal would cripple our ability to grow, compete and employ our amazing team as we currently do at best."

Here is another comment from a Small to Medium Size Company...

"We are 58 employees. No one makes minimum wage but the person that just worked their way to \$15 is now the same as a starting wage. So for them to have the same increase, the current \$15 now needs to be \$22. This will result in increased cost of products and a layoff of 20%. So how this could ever help the middle class is ridiculous. We already have one of the highest minimum wages in the US. Lastly, how many businesses will now decide that they don't need to be in Oregon."

Thank you for listening to your constituents from The Dalles Area Chamber who represents 509 businesses with over 6500 employees.
Lisa Farquharson, The Dalles Area Chamber of Commerce

I would like to share the impacts that SB 1532-A would have on my family's farm.

The economy of Oregon is not divided along county lines. In fact, many farms cross county lines. SB 1532-A divides the state in an arbitrary manner, and imposes wages that are unsustainable for Oregon's most depressed counties.

SB 1532-A will hurt family farmers. In agriculture, our prices are primarily set at a commodity rate on a national and international level. Farmers are price takers and generally cannot increase the cost of our products to make up for increased production costs. I will not be able to incrementally increase the price of the goods that I produce to keep up with the proposed wage increase. With limited ability to recoup increased operations costs, the tiers in the amended bill are too high for rural and farm employers that already struggle with the current indexed minimum wage.

SB 1532-A would increase rates provided by suppliers and service companies and add significant costs to my operations. A minimum wage increase would also affect my entire payroll. I must compete with other states and countries that typically have fewer expenses to farm than we do in Oregon. Look at Idaho for example where the minimum wage is \$7.25. The proposed minimum wage increase would make me less competitive in the market and make it difficult to farm in Oregon.

An increased minimum wage would hurt my family's farm and local community. It would likely reduce the number of jobs provided by small and mid-sized employers who are unable to absorb higher labor costs. I ask you to oppose SB 1532-A and support small businesses and family farmers. **Tim McCormick, Culver, OR 97734**

As a franchisee of KFC restaurant locations throughout your district, I am writing to once again express my opposition to Senate Bill 1532, the minimum wage legislation. Passage of Senate Bill 1532 will result in the highest state minimum wage rate in the Country. Not only will it significantly increase my labor costs, it will arbitrarily impose a patchwork of wage rates upon my company solely based on where I chose to do business. This legislation will indeed place enormous financial and operational pressures on my business.

My company is currently struggling to comply with federal mandates such as the Affordable Healthcare Act and federal overtime regulations, as well as a high Oregon unemployment rate. Additionally, some cities in Oregon are now discussing banning drive-thru businesses altogether.

I ask that you please take into account the impact this significant legislation will have on my small business. If you have any questions about the impact of this legislation on my restaurant locations, please don't hesitate to contact me. Thank you for your consideration.
Justin Stewart, Ontario OR 97914