

OREGON SB 828
TESTIMONY AT 2/27/2017 HEARING
PAUL C. PAZ

PAUL C. PAZ
BEAVERTON, OR
503-524-0788

Dear Chairperson and Committee Members:

My name is Paul C. Paz. I am a career professional waiter who has worked in Oregon at full service restaurants for 37+ years and still counting. Two of my adult children have also worked the restaurant-bar business for 20+ years each. During my career, I have trained 10,000+ restaurant staff; been the Lead Trainer for service staff at 27-new restaurant openings and have published two books on training restaurant servers. For most of that time I have averaged 11,000 customers a year, serving over 366,000 individuals, business associates, families and friends in my lifetime career. Some of you on this committee I had the pleasure to serve. You may not remember me... but I remember you.... It's part of my job.

I am here today as a private citizen working in the restaurant business to provide testimony *AGAINST SB 828 – Restricted Scheduling*

The flexibility for my employers and peers to move freely between shifts schedules is a primary benefit and what makes the working relationship so attractive and provides good incomes for families.

FAMILIES

As a single parent to three children I NEEDED the ability to quickly trade or pick up shifts at random to meet the demands of running my household. This schedule flexibility became an even more important benefit when one of my teen children was treated for cancer over a 6-year period. I need the ability to work every shift I could, including adding a second job to support my family during this financially crushing time. Because me and my employers were not subject to confining scheduling regulations, I made it through this financial and family crisis. *SB 828 would take away this important flexibility employers and families share in work schedules. SB828 would penalize my employer(s) for scheduling a ready, willing and able employee who wants to add hours whenever and however.*

One of my sons graduated from Portland State University in 2014. He did not immediately have a job in his field of study at graduation but he did have a wife and two small boys he had to support. I got him an introduction to a restaurant that desperately needed a part-time bartender, a professional that he has many years of experience. They hired him with a very limited schedule with the opportunity to pick up shifts as needed. He ended up working overtime quite often that summer as he filled in for the many vacation requests that the fulltime staff had requested. It was a huge win for the lifestyle needs for my son and his peers. It also benefited the employer by having fully staffed schedule with qualified talent. *SB828 would prevent this opportunity and all its benefits from happening. SB828 Restrictive scheduling creates imbalances between work/life because of decreased flexibility.*

OREGON SB 828
TESTIMONY AT 2/27/2017 HEARING
PAUL C. PAZ

OFFER THE SHIFT TO THE FIRST AVAILABLE PERSON ON THE SCHEDULE

This would be a terrible requirement. Learning the many restaurant service concepts, skills and techniques require many years of training and experience. This requirement would mean an employer would have to use a very inexperienced staffer as a replacement on a shift. This would be disastrous. *SB828 forces a new person not qualified into a professional level working state that would cause this: In 10-seconds.... A 10-day new employee destroys a loyal customer relationship... that took 10-years to build!*

TODAY

I will be 70-years old on my next birthday. My current work schedule allows me to maintain a personal and professional lifestyle that supports me. I am one of those “go to” people who is usually available to help-out on shifts that need coverage “on-the-fly”. It is a win-win-win relationship, first for my customers... then my employer and then myself. I also have a consulting company the has a very fluid schedule. My restaurant schedule is flexible on short so I can earn additional income as a consultant. Between the two incomes I live financially independent. *SB828 would eliminate the flexibility I and my employer need to survive financially.*

UNINTENDED CONSEQUENCES

In addition to the above, there will be unknown unintended consequences that will surface after the fact, if SB828 passes. We can be sure that those unintended consequences will make it harder for small businesses to survive and those affected workers scrambling to recover lost incomes need to support themselves and their families.

Thank you for your valuable time today.

Respectfully Submitted,

Paul C. Paz
Career Professional Oregon Waiter
Beaverton, OR
503-524-0788