



February 27, 2017

The Senate Committee on Workforce  
Oregon State Senate  
900 Court Street  
Salem, OR 97301

**Re: Senate Bill 828**

Dear Committee Members:

I am writing to express Target's significant concerns with Senate Bill 828, which would impose rigid scheduling mandates that reduce flexibility for both employers and employees, and would significantly impact our ability to manage store operations. This legislation would have significant impacts on the 3,100 team members in our 24 locations in Oregon. We respectfully urge you to carefully consider and discuss the impacts this legislation would have on employers, employees and job growth in Oregon.

We share your interest in addressing employee predictability and flexibility when it comes to scheduling. That is why it is the policy of Target to work closely with our team members and honor their availability when we build our scheduling plans. We are proud to have created an environment where we can accommodate team member requests for schedule changes and there is no fear of retaliation or discipline. And we believe that we effectively balance the needs and flexibility of our team members with the need to provide our guests with exceptional service.

Senate Bill 828 would fundamentally change our business practices, impeding the flexibility of our team members and their ability to pick up additional shifts for added income or change shifts to accommodate outside interests or responsibilities. These mandates interfere with the flexible working relationship between our store leaders and team members.

Many employees choose to work in retail because it allows them to work a flexible schedule. Offering flexibility allows us to attract a diverse and talented pool of team members – from college graduates starting a career to adults looking for part-time work to students or retirees. Under this proposal, employers will be less likely to make changes to their schedule – such as adding hours for employees or accommodating last minute employee requests – due to the penalty pay provisions.

We want our team members to enjoy working at Target. Our longstanding commitment in Oregon to build strong, healthy, and safe communities starts with our team. Our annual payroll exceeds \$82 million. In 2015 alone, we donated over \$2.8 million to the local community and our team members contributed thousands of volunteer hours.

**Government Affairs**  
1000 Nicollet Mall, TPN-1101  
Minneapolis, MN 55403

Given the considerable and substantive concerns raised by a broad variety of employers and the potential impact this would have on Oregon employees, we respectfully urge you to oppose SB 828.

Sincerely,

A handwritten signature in blue ink, appearing to read "Matt Zabel". The signature is stylized and written over a faint, illegible background.

Matt Zabel  
Vice President  
Target Government Affairs

Cc: Senator Michael Dembrow