

**From:** Conrad Timmerman  
**To:** [SWF Exhibits](#)  
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This bill is unrealistic for all employers, but absolutely devastating to Agriculture. Farm work, by nature has many factors that affect the work schedules. For example:

- WEATHER.....a factor we have no control can change a schedule overnight and prevent work from taking place.
- PRODUCTS USED IN PROCESSING.....if something unexpected takes place that disrupts the normal flow of products needed in the overall processing of the harvested item, work can be disrupted without notice.
- DEADLINES.....farms often have deadlines associated with the harvest. The “flex time” concept is adds to the complexity of hitting deadlines. Farmers have enough to deal with already, just trying to get a crew.
- HARVEST PROCESSES.....farms often utilize various processes that are unique to that product harvested. The “flex time” concept would require significant crew to maintain the process in order to provide an opportunity for those wanting “flex time”.

Overall, this bill seems to imply that the employees need more rights. In my opinion as a 36 year business owner, they do not. It is becoming increasingly difficult to operate our farm profitably and if we continue to have more and more and more requirements placed upon us, we will, by necessity close our doors and go out of business. It’s my observation that all of these “new bills” that have such an adverse effect on farms and businesses are being written and proposed by individuals who have not in their lifetime ever owned or even run a business. Therefore, please defeat this bill as it will have an adverse effect on all businesses in Oregon, especially farms.

Thank You

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