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To: [SWF Exhibits](#)
Subject: predictive scheduling
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My wife and I have owned and operate 4 Restaurants in Oregon since 1996. I can say with certainty that this bill of predictive scheduling would be an incredible hardship to us! In any 14 day period there are many unknowns. For example, weather. We are a very weather driven restaurants. The difference between a cold and raining or snowy day and a sunny day can fluctuate our sales by well over 35%! We currently write our schedules one week at a time at least 3 days before that schedule will start. That puts us out approximately 10 days. Even with that we can't have an accurate weather report. A 14 day schedule would in reality put us out 17 or more days! The is over one half of a month!

Our employees understand that we don't have a crystal ball and there really is no way for us to be 100% accurate! We definitely respect our employees time and their life outside of work and we know that if we don't treat them properly, they will leave and find another job. To put the burden entirely on the employer will ultimately cost the employer more money. This will then need to be passed on the the customers by raising our prices! Everyone loses when that happens.

Being a small business owner is already a very difficult task! Our profits continue to be thinner and our work load continues to increase. It feels like a losing battle sometimes. It should be the American dream, and to an extent it still is, but being able to financially survive is becoming more and more difficult.

I ask that you not put this bill up for vote! Don't over regulate us to the extent that we lose our business and our employees lose their jobs!

Thank you for your time to read this!

Chris Griffin