

From: Kathy Johnson
To: [SWF Exhibits](#)
Subject: Restrictive Scheduling
Date: Tuesday, February 28, 2017 5:55:12 PM

To Whom It May Concern:

Just STOP, say NO to yet another obstacle for small businesses in this state. Although we are part of a national chain, we are local owners based in Oregon trying to do the right thing for our employees and our Guests! We do not need another layer of bureaucratic rules while trying to take care of people.

The restaurant business and the vast majority of the employees who work in this industry **require flexibility when it comes to scheduling**. Things happen and we have to have the maneuverability to adapt to the changes and to meet the employees' needs. **The proposed rules creates a rigidity that is NOT necessary and it WILL add a layer of unnecessary cost to an industry already struggling with rising wage and benefit costs.**

We work with many young people and their needs change sometimes on a daily basis. **The strangle hold that the restrictive scheduling will place on the management teams of a restaurant WILL have the unintended consequences of harming the employees.** We spend lots of time working with our employees to be sure their needs are addressed while still covering the shifts necessary to provide great Guest service. If a change in schedule to meet an individual's need costs money (penalty pay for changing a schedule), the change might not be made.

Not one person in the restaurant business has a crystal ball; this is NOT a predictive business. We aren't making widgets Monday to Friday from 9 to 5. People cancel reservations at the last minute, folks call last minute to add reservations, employees need to drop a scheduled shift to study longer for an exam. Someone wants to have a day off tomorrow to go fishing with their son. Someone got asked to the prom last minute and wants to go.

Now, we can adapt and help them. . .with the proposed rules, it will cost us money to help these employees (penalty pay to change another person's schedule to cover) and more often the answer may be no. So, then, instead of a cooperative environment of each side helping the other as we have now, you get Managers having to say no and employees upset that last minute needs have to be turned down. Or you have employees "calling in sick" so they can get the time and how is that a positive environment? What are you teaching young people then? And you and I both know that will happen

Fix the future budget mess we have in this state and stop what feels like a continued attack on those trying to create/maintain jobs!

Just STOP – say NO to restrictive scheduling.

K. D. Johnson

Partner
Double S Foods
Springfield, Oregon 97477

Confidentiality Notice: The e-mail and any attachments are intended only for the use of those to whom it is addressed and may contain information that is confidential and prohibited from further disclosure under law. If you have received this e-mail in error, its review, use, retention and/or distribution is strictly prohibited. If you are not the intended recipient, please contact the sender by reply e-mail and destroy all copies of the original message and attachments.