

**From:** Laura Edmonds  
**To:** [SWF Exhibits](#)  
**Subject:** SB 828 Predictive Scheduling - Concerns  
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On behalf of our Chamber membership and it's over 500 businesses, we are deeply concerned with SB 828 on Predictive Scheduling.

These mandates reduce flexibility for employers and employees—many of whom sought out their jobs for the flexibility they provided.

Many workers report that they choose a job in retail or food service in order to have the flexibility to deal with anything from their own school schedules to the active lives of their children. But scheduling mandates make it difficult and expensive for employers to comply with last minute schedule change requests—even those requests that are due to a child's illness or last minute opening for a badly needed medical appointment.

Weather related closures – if a business can't open due to weather they will already lose money. Then penalize them on top of that for rescheduling their employees due to the closure – let's just add insult to injury! The employer does not wish to be closed due to weather – but none the less, many were faced with that challenge this year.

As one of our restaurants has stated “This bill will be highly detrimental to our industry” because they have to be flexible based on demand, weather and situations that arise from other employee's personal needs and scheduling changes. Flexibility in scheduling has “always” been the norm in many industries because there is never any guarantee to having a full work schedule when a business is based on supply and demand.

Please think this through thoroughly before you pass another damaging bill on to our small & large businesses!

Laura Edmonds  
President & CEO  
**North Clackamas Chamber of Commerce**  
8305 SE Monterey Ave., #104  
Happy Valley, OR 97086  
(503)654-7777  
(503)653-9515 fax  
[laura@yourchamber.com](mailto:laura@yourchamber.com)  
<http://www.yourchamber.com>

