

To: House Business and Labor
Re: Support of HB 2193
Date: March 4, 2017

Testimony for Kelsey Denogeon in Support of HB 2193

Fair Work Week Hearing

Dear Senator Holvey and Committee,

My name is Kelsey Denogeon, owner of Pieper Cafe and a member of Main Street Alliance a statewide business group. I am writing testimony in support of HB 2193 today because I am not able to make it to Salem, as I am busy running my cafe in SE Portland and want to share why I believe a Fair Work Week is a must for my business.

My employees are like my extended family. I would never ask them to do anything that I wouldn't do and that is why all of these policies being proposed in HB 2193 make sense to support. I do everything in my power to accommodate requests for schedule changes and honestly, there aren't that many that I need to deal with because my staff is perfectly capable of switching shifts with one another, as need be, which this policy won't stop them from doing. By just paying attention to the needs of my staff I give them a very clear message, "You are valued". That shouldn't be a difficult task. I believe that the "Big Box" stores that use all the scheduling softwares are removing the human factor to their business practices and that leaves employees out in the cold. These last minute scheduling practices may feel like an easy out but employee turn-over is a cost that we can avoid by giving employees the schedules they deserve to manage their own lives.

I believe that HB 2193 will give our employees the piece of mind to be able to schedule things like doctor visits, childcare and school schedules. Doesn't it just make sense that if you can plan for these things you will be a better worker? Afterall, they won't have to worry about whether or not they can pay their rent or feed their families-they can focus on good customer service. That is good for my bottom line!

The details of HB 2193 give plenty of room for employers and employees to work together for a more equitable work environment and that is the kind of Oregon that I am proud to run my business in, that is why I urge to vote in support of HB 2193.

Sincerely,

Kelsey Denogon
Pieper Cafe
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Portland, OR