

**To:** House Business and Labor

**Re:** Support of HB 2193

**Date:** March 6th, 2017

Testimony for Jesse Hayes in Support of HB 2193

Fair Work Week Hearing

Good Afternoon Chairman Holvey and members of the Committee,

My name is Jesse Hayes. I'm the owner of Archive Coffee and Bar in Salem and a Board Member of Main Street Alliance of Oregon, a state-wide small business organization. Perhaps you've been to my business for a cup of coffee in the morning or a cocktail in the evening.

As both a coffee shop and a cocktail bar, we are open 17 hours a day. With such little time between closing and re-opening, there's no way I would schedule my crew for those shifts back-to-back. I make sure my employees have at least 10 hours between shifts. This decision is not only humane, it's also good for business. I have low turnover and healthier employees, and baristas who are happy to serve you in the morning taking care of guests.

Some of my employees are students at Chemeketa Community College, so, of course, I work around their school schedules. I am happy they are bettering themselves, plus I see pictures of tardigrades and learn about the planets around TRAPPIST-1. It is better for our community to have an educated workforce, and if I'm smart, I'll do my part to help build that stronger future. As I'm scheduling to meet the needs of my business, I also consider some of my employees' second jobs, their kids, and reasonable requests for time off. Yes, it takes a little bit of extra care when we write schedules, but the payoff is huge: good for my crew, good for my business, and good for my conscience. It's about giving a little attention to the quality of life of these fine humans who are working for me.

So that's my story. In closing, I urge you to support HB 2193 because it is good for business, it is good for our community and if we want to have a sustainable economy we need to make Fair and Flexible Scheduling the status quo, because hard working families can't live on a day's notice.

Sincerely,

Jesse Hayes  
Archive Coffee and Bar  
Salem, OR