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To: [SWF Exhibits](#)
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Subject: Scheduling bill
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We own several Subways in Eugene. Started over 30 years ago. We grew our business, working long hours, reinvesting to build more stores to insure a future for us and our children. Our grown children are now running business. We never dreamed our local government would work so hard to ruin small family run business, destroy our retirement and put our children's livelihood in jeopardy. Our children are looking at strong possibility our business will no longer support their families.

You seem to not understand not all jobs are intended to be jobs to support a family. We need living wage jobs and starting wage jobs. As wages raise our profits drop. The new living wage was/is a huge burden for fast food places like ours. When you forced paid sick days, we saw another huge profit hit. When you add, add, add expenses we are hit directly as well as indirectly. When you add expenses to business, the companies we do business with increase our expenses too so we see higher food cost, higher rents, higher utilities along with higher wages

The new proposal will kill fast food, small businesses. Our business is make or break by weather. When it is sunny we need more crew. If it is cold, raining, icy we need to go to skeleton crew. This winters icy weeks gave us negative balance at months end. We cut crew as much as we could. We opened late, we closed early, we didn't open at all in some cases. So would we have owed wages under these conditions with proposed bill?

We sell \$6 subs, paying \$10 soon \$13 a hour. Do some math. Remember, we also have set expenses beside wages to cover. If we are selling under 8 subs a hour we can barely afford 1 employee. If we are selling 30 or more a hour we need 2 or 3 employees We cannot foresee weather two weeks ahead. If business is slow we need to send people home. If busy, we need to try to get more employees in. Or if employee uses their paid sick day, we need to cover that person. So under new rules we pay for employee faking illness and add a hour pay to their replacement.

What about employee who leaves mid shift by choices? if they leave at hour 3 because they want to, do we owe additional hour of penalty pay? How do we document employee that choose 3 hour shift ? If we fire employee mid shift, do we pay guaranteed 4 hours? Are we no longer allowed lunch help, the 11 - 2 shift? Are we forced to pay unneeded hours? Understand some employees want a small shift.

Why are you not concerned for business owners unfair treatment by employees. Lets do penalty pay backs! How about employee owing us when they quit without notice forcing us to cover their shifts? Or they just forget they had to work so do not show up, forcing us to find replacement because they are not answering phone or don't have ride or just cannot get there. Both of these cases would result in us paying replacement person penalty pay.

Fast food is not a business that can do work tomorrow if not completed today. We must complete work as its presented quickly or lose our customers. We have to adjust schedule weekly, daily, hourly to survive. We do not have ability to run business not profitable. We can only charge so much if we want to keep our customers. We cannot just raise prices or add tax. We have to balance our budget.

Employees can choose to work elsewhere if they are treated unfairly. To keep employees we have to and want to accommodate them as best we can. We give flexible schedules to help our employees. That means schedule changes, some short shifts.. There is so much more to scheduling then you are considering. Restaurants scheduling is not the same as a banks or a grocery store or the utility companies or the dentist office. It is not governments job to regulate every aspect of our business. You are overstepping once again. This bill needs to be dropped.

Talk to some small business owners, talk to fast food owners. Talk to restaurant owners. Listen to our problems with employees. There are two sides to a story. We have to treat our employees well or lose them. Government does not need to regulate everything. Give business owners ability to survive and profit.

Please understand, without profit business cannot survive. The anti small business attitude is killing the American

dream. Please consider not all of us treat our employees unfairly.

Thank you
Janet Goggins