

**From:** nathan rice  
**To:** [SWF Exhibits](#)  
**Subject:** Oregon Sick Time SB779  
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Greetings,

As an Oregon small business owner and operator nothing is more important to me than taking care of my employees. You could guess that with such a stance that the work climate at my business is good, and it is. The over use of government regulations to attempt to foster this type of environment do not work. When legislators continue to put forth regulations that they think are in the best interest of the business and the employees they hire they undermine the esprit de corps worked hard to build over time. Artificial or regulated care for people instead causes abuses to occur between the parties involved. It also causes distrust to begin to build in and around the workplace. What should drive the relationship between an employee and their employer? It should not be regulations but should be based on the merit of the work performed and satisfaction with compensation received. If I do not take care of my employees, they should vote with their feet and my business should fail. If I do take care of my employees because they are performing work at an acceptable level, I should reward them out of the profits of the business, and my business should thrive.

Additionally if you regulate based off of the number of employees a person has on the payroll this will not encourage growth and prosperity, but instead artificial limitations based off of costs that can not be borne with a commodity that has to compete across not only state lines but internationally as well. I could go on but I know time is limited. The other issue is that of counting family members as employees in this metric. I have young children and they are learning to work on the family farm. They do the tiniest fraction of the work that gets done in any given year, and to count them in the overall number of employees I have either will cause me to not hire them, which will hurt their ability to learn how to work hard, or increase my cost of doing business to such a point that it is not competitive with larger farms.

Please hear my request to repeal, replace, or at the very least clarify the Oregon Sick Time policy for Oregon Farmers. Consider carefully SB779 and ask questions of those who are gathered to discuss this important issue on March 8th.

Thanks for reading comments about this important issue.

Respectfully, Nathan Rice  
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