

To whom it may concern:

After being a store manager for 15 years I was given a wonderful opportunity by some gracious folks to buy their Subway restaurants. Now as you know, that really just means a very large loan paid over a long period of time. Since I signed that contract 6 yrs ago sales have dropped 15%; due to issues with Subway but also with QSR industry. Honestly, I am struggling. Also during that time we have seen the cost of our products rise with inflation as well as minimum wage, the introduction of sick pay, and for some businesses, health insurance requirements. What has that done to my company? I used to be able to offer annual paid vacations, holiday pay for national holidays, and free employee meals. How is my employee morale after that? Why should they work for my company? How does this apply to SB828?

At this time I make the schedule one week in advance due to changes in the weather, sales trends, media stories, and employee requested days off. If I have an employee that quits at the beginning of the schedule, we have to juggle to cover 5 shifts. We never make schedule changes without asking the employee if they are willing to work an extra shift or change their days around. Making the schedule 2 weeks in advance, with penalties for changes will only cost my business even more money. So if I make the schedule 2 weeks in advance and the employee wants to change his or her days or shifts, will they be penalized?

The big picture is less jobs. The more my sales decline the fewer employees I can hire. The more costs to my business, the fewer employees I can afford to pay. Less staff on hand and/or grumpy staff because they no longer get free employee meals or there is less staff to help them, the more difficult it is for them to have good customer service, and then the circle continues with the sales dropping.

Thank you,

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