

**From:** Julie Harbold [<mailto:julieharbold@gmail.com>]  
**Sent:** Thursday, March 02, 2017 5:04 PM  
**To:** SWF Exhibits <[SWF.Exhibits@oregonlegislature.gov](mailto:SWF.Exhibits@oregonlegislature.gov)>  
**Subject:** Senate Bill 828

Absolutely NOT supportive of the proposed Senate Bill 828

The burden of this **legislation** upon business owners is beyond acceptable. Our restaurants run on such narrow margins, are faced with rising minimum wage costs and are often in fluctuations that are not within our control as far as weather, customer flows, and unforeseen variables. The disregard for employers, for the ability to maintain profitability to actually HIRE people and provide jobs, in being disregarded in these types of legislation. Scheduling changes and extended dates for posting of schedules are completely unrealistic in operations of actual business. The logistics of what this would require of businesses is simply control beyond control in ways that should not be even entertained as ideas.

Please hear the voice of those who will most directly impacted. The owners, who are already struggling to keep staff in place under current wage burdens. We are being placed in situations with these legislation that actually are putting burden upon employees in the workplace, and limiting our financial ability to staff as needed, thus leaving employees more alone in stores and on shifts that may leave them vulnerable.

Please end this NOW!

May our voices have rights as well.

Julie Harbold,  
Subway Business Owner  
Portland, OR

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*Julie*