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[Senate Committee on Workforce](#)

From: christopher luth [mailto:christopherluth@gmail.com]

Sent: Monday, March 06, 2017 6:52 AM

To: SWF Exhibits <SWF.Exhibits@oregonlegislature.gov>

Subject: Senate Bill 828 Comments

I am an Oregon small business owner with a few comments regarding the proposed Senate Bill 828.

As a small business owner my mind is constantly thinking of the bottom line. My family and I get paid from my stores just like any other employee and every month I worry that I won't be able to take home a check because of issues brought on by the passing of **employer hating** bills like these. Minimum Wage hikes, Sick Pay add-ons, Health Care and now Predictive Scheduling?

Like all employers I am already thinking of what this bill will do to my business and how I normally operate it. I won't be able to hire those workers that want to work a few hours per day because their schooling won't allow for more. After putting a schedule up 14 days in advanced, if an employee decides to quit or not show up to work or call in sick then my stores will have to struggle through it and customer service will suffer because of it. I can't afford to pay an employee when they are not actually working (Sick Pay is already doing this and the stores and their managers feel the affects).

I honestly am not sure how much longer I can continue on with my business with all of these added regulations. I don't own and operate my business any longer, I own and operate the governments business and that's not what invested in. The value in my stores were supposed to be my retirement because I don't make enough to maintain regular retirement. Because of all of these regulations my stores are not profitable, therefore, the value (retirement) is gone.

Please talk with business owners, we are employees also, in fact, without us their wouldn't be employees. Business owners are the bread and butter of every community and forcing us to pay out more and taking away our administrative choices is leaving a sour taste in all of our mouths. Oregon will lose out; going after employers is not the way to increase the economy. How about coming up with bills that help our businesses grow and prosper - WOW, what a concept.

Sincerely,
Chris Luth
Small Business Owner

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