



Just What The Country Needs!™

March 9, 2017

Dear Senate Workforce Committee:

I am respectfully submitting my concerns regarding SB 828, which would require employers to provide employees with work schedules at least two weeks in advance, compensate workers if changes are made, and offer penalty wages if workers are called in at other than scheduled times. Please take these points into consideration:

- Many of our employees choose to work in a retail environment with a flexible schedule because they are students, they have a second part-time job, or a flexible schedule allows them to pursue hobbies or other outside interests. Scheduling mandates would limit our ability to accommodate these outside interests for our employees, and the unexpected schedule changes that may come along with them.
- As a company, we do our best to provide our employees with work schedules as early as possible and to minimize schedule changes. We also do our best to accommodate employee requests for schedule changes and time-off. While some workers need a more predictable work schedule, there are many who benefit from and want flexible scheduling. We rely on both types of workers to run our business each day. Mandating predictability would make it more difficult for employers and employees to work together for the best outcome for everyone involved.
- Employers and employees should be able to work together to adjust to changes in supply and demand. If, as an employer, we choose to schedule a special sales event with less than two-weeks' notice, we shouldn't have to pay a penalty for accessing the workforce that we need to staff the event and grow our business. Additionally, it seems this will make it more difficult for employers to honor an employee's request to take days off, especially if that request is last-minute.

Sincerely,

Bruce Wheeler, Owner  
Coastal Farm & Home Supply

Byron Baule, Vice President of Operations  
Coastal Farm & Home Supply

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