



The friendliest store in town.

Testimony on SB 828
Senate Committee on Workforce
April 3, 2017

Written Testimony Submitted by Sarah Joannides, Director of Social Responsibility
for New Seasons Market

Dear Chair Taylor, Vice-Chair Knopp, and Members of the Committee,

At New Seasons Market, we believe the people who work for us are our greatest asset. They are the reason customers shop with us and remain loyal year after year.

We know from firsthand experience that when workers have fair and predictable scheduling, families thrive and businesses succeed. That's why we are proud to support Senate Bill 828.

While opponents of fair work week legislation claim that these commonsense workplace protections would hurt retail businesses, our company's track record of success proves that the opposite is true.

When we were founded 17 years ago, New Seasons enacted a *Lifestyle Scheduling* policy that provides our staff with many of the same protections that would be extended to tens of thousands of Oregonians through this important legislation. Our staff members are scheduled to work no more than five days in a row, with at least two consecutive days off and at least 12 hours of rest between shifts. Schedules are posted at least two weeks in advance; in addition, all New Seasons' shifts are at least four hours long.

The reasons for these policies are simple, and the results speak for themselves.

First and foremost, we deeply value our staff and their countless contributions to our business. We believe they deserve predictable, regular schedules so they can care for their families, spend time with loved ones, take care of business at home, and rest and recover for their next day of work.

We also know that these policies have benefits beyond our employees' lives. New Seasons' experience shows that when retail employees have predictability, they are more engaged, more productive and more likely to stay. Twenty-five percent of our staff has been with us for six years or more, and we have one of the lowest turnover rates in our industry.

To put it simply, when our staff thrives, so does our bottom line.

We are proud to stand with the many businesses and organizations around the state who believe in a fair work week for every Oregonian. We strongly encourage you to pass SB 828.