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Dear Legislative work team for SB 828,

I've learned that SB 828 may now be the top labor priority for 2017. So on behalf of the Board of Directors of the Dallas Area Chamber of Commerce (DACC), and representing 151 businesses in the Dallas, Oregon area, DACC opposes this bill.

SB 828 will harm our retailers, hospitality businesses and restaurants that are some of the staple employers in our small community. It would require these particular employers to provide schedules in advance of 2 weeks (at minimum), compensate workers if changes are made and offer penalty wages (to the business) if workers are called in or have hours reduced due to reasons that are beyond the employer's control.

Paired with increases in minimum wage and new paid sick leave mandate, our business community feels it is unrealistic to believe that 'predictive scheduling' mandate can be layered on top without significant loss of small businesses and therefore jobs in our town.

Our comments deal specifically with Section 3 of SB 828 which applies to all employers. Our town is mostly small business but in this bill they are labeled with the same stringent requirements of large businesses.

Businesses need to be able to adjust to changes in supply and demand without being penalized for these fluctuations. Demand is not always predictable, for some it almost never is. Examples include:

- Customers change or cancel orders at the last minute
- Supply deliveries required for a job are stalled
- A power outage or equipment failure precludes the ability to do work

No business hopes for these things, yet SB 828's scheduling mandate would create penalties under these circumstances. DACC does not conceive how many small businesses would survive this mandate. Dallas businesses request that you please oppose SB 828.

Best regards,

A handwritten signature in black ink, appearing to read "JD Shinn", is written over a white background.

JD Shinn
Chief Executive Officer
Dallas Area Chamber of Commerce