



# TUALATIN

CHAMBER *of* COMMERCE

March 30, 2017

Dear Chair Taylor & Members of the Senate Workforce Committee,

The Tualatin Chamber represents 430 local businesses with more than 23,000 employees. TCofC opposes SB 828 based on the belief that workers and employers should be able to deal with **unexpected life events**.

Over 80% of TCofC members are small businesses. Having flexibility in scheduling workers is essential to starting or expanding a small business. The less time a business has operated, the harder it is to predict how customers will respond to products and promotions—and the less money the business has available to pay a penalty for calling in a worker when there's unexpected demand. Scheduling mandates make it more difficult for businesses to access the workforce they need in order to grow.

Employers and employees should have a say in setting and changing their schedules. Mandating predictability would make it more difficult for employers to collaborate with employees on flexible schedules. While some workers need as much certainty as possible in their work hours because of child care and other factors, there are also many workers who benefit from flexible schedules. A one-size fits-all approach may help some workers, but it will hurt many others.

Last year, increases to minimum wage and mandatory paid sick leave were added to the cost of doing business in Oregon, and businesses are struggling to determine if they should raise prices or cut jobs to accommodate these changes. To now require an employer to pay wages for work not being done or for being unable to predict **unexpected life events** is unreasonable.

Please oppose SB 828

Sincerely,

A handwritten signature in blue ink that reads "Linda Moholt". The signature is written in a cursive, flowing style.

Linda Moholt, CEO, IOM  
linda@tualatinchamber.com

PO Box 701  
8101 SW Nyberg St., Suite 102  
Tualatin, OR. 97062

Phone: 503-692-0780  
Chamber@tualatinchamber.com  
www.TualatinChamber.com