



## Oppose SB 828.

*Predictive Scheduling – Bad for Employees. Bad for Employers.*

SB 828 with the -3 Amendments put scheduling requirements on certain sectors, while requiring that ALL employers allow employee input into their schedules and implementing overly broad retaliation protections. All of Oregon's industries have unique needs – one requirement for all employers is overly burdensome and unworkable.

A stated goal of SB 828 is to help workers balance the demands of their jobs with family responsibilities. However, the actual result is reducing the flexibility of employers to make important business decisions, and employees who chose flexible jobs for that reason.

### **Adopting one-size-fits-all regulations hurts all Oregon businesses and employees.**

- **Employees and employers shouldn't be penalized for bad weather.** Severe weather has an adverse impact on businesses because it suppresses demand. For some businesses, the added costs would make it difficult to stay in business.
- **Employees and employers should be able to adjust to changes in supply and demand.** Demand is not always predictable. Anything can affect consumer behavior, and businesses must have the flexibility to adapt in order to remain viable.
- **Employers shouldn't be penalized for making employment decisions.** This bill would penalize employers for "retaliation" against employees for asking for scheduling changes, even when the employee is wrong about their claim and there was no retaliation. This puts employers in a difficult position of not being able to make the choices right for their businesses, for fear of being charged with an unlawful employment practice.

- **Employees and employers benefit from flexible hiring and need-based driven schedules.** Flexibility in scheduling for both employees and employers is essential to expanding a small business. In addition, penalties for hiring temporary or seasonal employees result in less hours for all and poor customer service for the businesses guests.
- **Employees and employers should be able to deal with unexpected life events.** Scheduling mandates make it harder for employers to approve last-minute time-off requests.
- **Employers know their industry and know their needs.** This bill requires employers to consider telecommuting, job sharing and part-employment for their employees. In many industries, these options simply aren't feasible.

**No state has adopted a statewide predictable scheduling policy.**

*Please OPPOSE this extreme legislation. It hurts employees and employers.*

Associated General Contractors  
Associated Oregon Industries  
Columbia Gorge Fruit Growers  
Northwest Auto Trades Association  
National Federation of Independent Business  
Northwest Food Processors Association  
Northwest Grocery Association  
Oregon Association of Hospitals and Health Systems  
Oregon Association of Nurseries  
Oregon Blueberry Commission  
Oregon Business Association  
Oregon Dairy Farmers Association  
Oregon Farm Bureau  
Oregon Forest Industries Council  
Oregon Homebuilders Association  
Oregon Plumbing Heating & Cooling Contractors  
Oregon Seed Council  
Oregon State Chambers of Commerce  
Oregon Trucking Association  
Oregon Vehicle Dealers Association  
Oregon Wheat Growers League  
Professional Land Surveyors of Oregon