

Dear Representatives:

Our company has been in business in Lane County Oregon for 20 years as a Residential Contractor, building new homes and remodels.

I just found out today, the new wording in the HB 2498 that would change the current test to determine who is an employee vs and independent contractor.

Is the worker's service outside the usual course of business?

This language is too vague and should be removed.

As a business owner, we have 5 full time employees that are capable of many different aspects of residential construction. We also sub-contract to many different trades who are self-employed.

I only hire full time employees which I know I can keep busy. I do not wish to hire extra employees for a project, and then lay them off once a project is complete.

Sub-Contractors provide the ability to meet work flow demands.

Sub-Contracted trades are very different that employees in many ways, and the current laws are very clear.

They provide their own tools.

I do not direct them how to perform their work, or the hours that they be on the job (how would overtime rates work for someone I do not control the hours that they work?)

They hire and fire their own employees for their own company.

They have their own liability insurance and business license.

They provide service for many other contractors than just us.

They warranty the work that they provide.

I urge all of you to strongly consider this proposed HB 2498 to be "**Un-friendly to small businesses**" like ours.

Thank you,



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President

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