



Individual Responses to OFB's Ag Overtime Survey

Through OFB's online survey, 544 agricultural employers from almost every county and commodity in Oregon weighed in on the potential impacts of mandatory overtime to their business. The final question asked, "What would you like the Oregon Legislature to know about passing mandatory overtime for agricultural employees?"

We received the following responses concerning HB 2358 and SB 616. You can review all of the survey data and read all individual responses [here](#).

<ul style="list-style-type: none">• We have no way to recover these added costs as farmers since, by law, we have no way to ask for a set price for our crops. It is becoming unsustainable to farm labor intensive crops in Oregon.
<ul style="list-style-type: none">• Ag jobs will be lost. We are struggling to make ANY profit every single year now. We would seriously consider quitting agriculture completely. Everything we pay goes up and everything we sell goes down or is at prices from 30+ years ago. This would be one more punch in the gut for farmers and ranchers.
<ul style="list-style-type: none">• We are a small berry business, 5 acres. Our hours of operation are 6:30 am to 6:30 pm, four days a week. That means if the employee is needed every hour it would be a 48-hour week. Hiring additional people for 5 weeks to cover that extra time is not easy to do. We already pay our employees \$15 per hour. Our berries seem to bring in less money each year what with the increased competition but yet we use the same amount of work hours. We have been in business for 27 years and would hate to lose the farm.
<ul style="list-style-type: none">• I treat all of my employees the way I would like to be treated. This year we are looking into my providing them full healthcare. Having to pay them time and a half for hours worked over 40 a week would eliminate the possibility of giving them full healthcare.
<ul style="list-style-type: none">• This is another way to drive small farmers out of business. Can only pass this on to our customers so much. Enough is enough.
<ul style="list-style-type: none">• Margins are thin to nonexistent in beekeeping which is an essential service that the rest of the agricultural economy is dependent upon.
<ul style="list-style-type: none">• Our employees want extra hours, if we a forced to pay overtime and add a second shift they lose valuable dollars. They will not be happy. I cannot absorb the additional costs, or pass it on to my customers. We compete nationally and globally. Our customers will just buy from someone else. There goes sales and production in Oregon.

- In the Dairy industry, forcing employers to pay overtime will hurt workers by forcing more farms to automate, eventually reducing the number of jobs that are available. In addition to killing jobs, it will kill farms. Our pay price is set by the Federal government, and the last 5 years have left us barely able to break even, most years we go backwards. There is literally no wiggle room left to pay employees more. For a farm like ours to pay an extra \$75,000+ each year would mean the end of our operation.

- Requiring OT Pay ends up hurting those employees who need the help the most. We will have no option but to limit hours per employee to avoid OT cost. This in turn reduces take home pay for employees thru less hours worked. Furthermore, it will drive us to mechanize many processes that now are not based on higher cost further reducing jobs.

- Ag is not like other business sectors, particularly during harvest season. There is a reason ag has an overtime exemption, so keep it in place. If this is implemented you will have a very predictable loss of family farms and an increase in large, corporate farms that can absorb the costs.

- Our margins are too small to survive this increase in labor cost. We are already shorthanded during the harvest season and cannot find more employees to moderate the hours our employees work. Furthermore, keeping our employees to 40 hours would decrease their earnings. This bill is an existential threat to Oregon agriculture. We will continue having to compete with producers in other states and countries who have labor cost much lower than ours. Labor intensive crops like blueberries, hops, apples, and plant nurseries would be wiped out in this state.

- 40-hour weeks will hurt our employees. They will seek second jobs or move to a state that does not impose overtime pay that will reduce their hours and their income.

- This is a third-generation farm that will go out of business. why don't you help us instead of breaking our backs?

- Passing this law would cause additional economic stress for agriculture. It is already having to deal with steadily increasing payroll costs from the passing of the minimum wage bill. With the annual changes tied to inflation the wage rates we will have to pay in the future is going to make it difficult if not impossible to stay in business.

- Small orchardists and other small farmers would have to quit. Fruit pickers usually work flexible hours of their choosing. They would lose income as would the local community. Many of my workers have worked for me for decades and like to pick fast knowing that puts more money in their pocket. The orchard I have leased the operators use some H2A workers because of their size. Some of these workers are great and make good money picking by the bin while others pick very few bins because they are guaranteed a hourly pay and can not terminate them without significant costs. I know there farmers, ranchers, dairymen loggers etc. that are working very hard to make a living.

The old that says sometimes you have to walk in some one's boots to know how it is. I am sure many farmers would let them spend a week during harvest or milking time etc.

- The tree fruit industry in Oregon is already suffering with poor prices, unfair trade for export and high labor costs. We also have extremely high land prices and taxes. With the continuing low margins in profit the overtime would put many farmers out of business overnight.

- Vineyards are considered a specialty crop with high hand labor requirements. On average, a grapevine will be touched at least 9 times per year by a crew member in a vineyard that also uses mechanization to replace hand labor. Timely completion of vineyard hand labor tasks is critical for crop health, lower disease pressure, fruit quality and the ability to use equipment efficiently. Highest demand for hand labor is the period of May – June when the vines are experiencing rapid shoot growth. We are as highly mechanized as we can be and are always on the lookout for more ways to mechanize our vineyard work. Options for pruning, shoot thinning, lifting wires, and other tasks are not practical at this time. Our full-time employees (who are also our equipment operators) work year-round but the majority of our hand labor is done by contract crews. Vineyard management companies might be able to pass some of the added costs along to their vineyard clients, but we wouldn't be able to directly pass any additional costs on to the wineries that purchase our grapes.

- This will kill Oregon AG.

- Adding overtime to ag in this state will drive out of business more labor intensive operations and increase the size of farming operations as well as increase the cost of food. Increases in food costs will disproportionately affect those that can least afford it.

- Our crops need care in a timely fashion so that we will have a harvest. With weather events you can't just average workers time each week, some weeks will have fewer hours while other weeks will have many hours to complete the care our crops need.

- We would have a very hard time. There is a huge shortage of Ag workers.

- This law would be detrimental to many agricultural operations. Farmers are not able to raise their prices for their products when their costs go up like retailers and other industries are. Laws like this one are what force farmers to hire fewer people causing unemployment to go higher.

- This is my 50th year in business. The Beekeeping Industry is going through tough times right now- the number of hives that die off each year is higher than ever- that has pushed our costs to the limit- this proposal could very well push our business to the end and the loss of ten full- time jobs gone forever. We have several longtime employees that have been working for us for years- they are happy with our pay schedule and are treated well and are thankful for the employment they have- we pay them well as it is- yes in the busy season

they put in long hours but they are paid for it and do not complain and are happy with how things are now. These are agricultural employees that know how agriculture works and the costs involved and that it is not like a regular hourly job. In this depleted employment environment why would you push through the legislation and undoubtedly end years of agricultural tradition and force so many businesses to reduce their number of employees or force them to close down. This proposal simply does not make sense!

- Farmers have such small margins of profit, if they have a profit at all. To add additional cost with labor will further add to this stress. A lot of farmers also provide housing and all utilities to their work force at no charge to the employee. This extra cost is not taken into account in the employee's hourly pay. Most farmers also have no control over what their product is sold for. So we have no way of raising the cost of our goods to cover the increase in labor cost.

- It would affect the financial viability of many farms that already operate at a minimal profit margin. It would drive up the cost of goods to the consumer even though prices are mandated by the government and not being returned to the agricultural employers. Would result in less jobs due to economic hardship on the farm.

- Will create less pay for each employee. The cost of overtime to accomplish less crucial jobs with the existing workforce will be too high, so some of those jobs will have to be eliminated. Harvest will have to be delayed unless there is adequate labor to hire in shifts, but key employees would have to work overtime and those hours will be too expensive. Most likely hours will be held down to avoid overtime pay and growing and harvesting tasks will not be accomplished in a timely manner, leading to poorer quality of fruit and less revenue to sustain the employees that work all year. There is not enough profit margin in growing fruit. Many permanent employees receive free housing and utilities for them and their families if they have a family. This is a benefit that is extremely expensive in some growing areas and equates to about \$8-10 per hour compared to an employee who must pay rent off of the orchard site and drive to work. This is good quality housing also. Farmers don't get to choose when longer hours must be worked because of the cycle of growing fruit. Overtime pay would be a disaster for the bottom line. Most workers do not work long hours (8 to 9 hours a day is common), but Mother Nature dictates working more than 5 days a week during certain times of the growing season. Employees do not complain. They understand the business and understand that the days that must be worked are more numerous during key stages of growing crops. The farm's success is their success also.

- As farmers we lose income due to weather conditions that damage our crops or we are paid a low price from processors and cannot get a better price due to market conditions. We are not guaranteed that we will get a good income. This would be an additional burden.

- If there goal is to create more unemployment they are on the right track. We will do all we can to minimize our reliance on people and more on machines or move or just retire.

- Adding yet another financial burden to an already risky and uncertain industry would surely lead to additional unemployment for agricultural workers and loss of livelihood for some small agricultural employers.

- Most agricultural employees work in the agricultural industry because they truly enjoy the way of life that it provides and value the benefits of this way of life more than the actual wages they are paid. A negative consequence of mandatory overtime for agricultural employees is that entry level, minimum wage employees will not have as many opportunities to advance in an agricultural career because agricultural employers will have less resources to provide raises for these workers and will not be able to increase the hours for these workers.

- Payroll is already the largest line item expense in our business. We pay our year-round employees (currently 7) for at least 40 hours/ week, even when weather or other issues prevent them from working that entire time. We also pay them for the month of December which they take off. In 2020 they averaged 267 hours EACH of PTO. During harvest and other extended hours (40+/wk) during the year, they recognize the need to put in more time (and are paid for those additional hours) without complaint. During harvest, our piece rate employees make well above the minimum wage (most make significantly more than double that amount) based on their skill and eagerness to work. These seasonal employees seek out work in our industry because of how lucrative it is for them. IF we are forced to pay 1 1/2 time/piece rate for their work, we would either have to limit the amount of time they spend in the field, pay them strictly minimum wage for hours, and likely end up losing part of our crop because we are not able to get it picked in a timely manner. I should note that we provide them free housing during this time -- up to two months -- which is not calculated as compensation, but certainly is worth a lot. Our small family farm would not be able to absorb the additional expense that "overtime" pay would cause. We would have to reduce our work force, likely not be able to harvest our entire crop, and ultimately would likely not be able to continue farming at all.

- It seems the Oregon Legislature is trying to ruin the farming industry in the state of Oregon, why do they continue to want to destroy the farmers here.

- When we already compete with other countries who's labor rates are pennies on the dollar of what we pay in Oregon, it's really hard to maintain our position in the market. Also, farmers usually can't just raise their prices to offset things like this, like almost every other industry/business can. If you want a viable ag industry, you have to make sure our farmers are financially strong.

- Please give farmers a brake, we can't pass on additional cost.

<ul style="list-style-type: none"> • Most of my summer (seasonal) employees are high school and college students. Where their work hours are not constrained by a 40 hour work week, they are able to make a lot more money during their summer break than they typically can when working a "town job" where they would be limited to a 40 hour work week due to time and a half overtime associated with such jobs.
<ul style="list-style-type: none"> • The Willamette valley is very different than most other areas in the world. We are very diversified due to the micro climate we have however due to the nature of this weather we are not allowed the luxury of waiting till tomorrow to do the labor practices that are required to maintain and produce these crops. There are times we have to work 24 hours a day to save these crops or get them planted. Overtime pay would put us at a severe disadvantage to compete in the world market place to where we would lose this production to other countries. This in return would reduce employment opportunities and tax revenue that is created by these higher risk crops. This is not a solution for a business that is dictated by weather in an area like Oregon. This would destroy jobs, tax revenue from the real true green businesses if Oregon.
<ul style="list-style-type: none"> • If Oregon legislature passes mandatory overtime pay it will see reduced income for current employees, businesses closing and/or moving to a more business friendly state.
<ul style="list-style-type: none"> • Passing mandatory overtime for agricultural employees would be devastating to Oregon ag businesses.
<ul style="list-style-type: none"> • Agriculture is NOT a 9 to 5 job... it is accepted that there will be long hours during harvest, seeding seasons.
<ul style="list-style-type: none"> • I would cut out bonuses, if the bonus was justified that year. It would offset the overtime costs, but appear to the employee as his due rather than appreciation for his service.
<ul style="list-style-type: none"> • People work for me just like people go to Alaska to work. They work lots of hours and make piles of money. Then they leave. If they could only work 40 hours they would be bored and broke! Think of all the extra housing that would be required to house all the extra workers! Think of all the extra carbon released from the workers driving the 60 miles to town because they could only work three days a week
<ul style="list-style-type: none"> • Is the cost of operating housing be taken into consideration for what employees are receiving in benefits?
<ul style="list-style-type: none"> • Mandate higher crop prices and we will talk.
<ul style="list-style-type: none"> • I think it is wrong. Ag employees get other compensation for long hours.
<ul style="list-style-type: none"> • Agriculture hours work does not have an 8 hour day or a 40 hr week. Crops ripen and must be harvested, calves are born and need help, seeds need to be planted to grow for the next crop. The work is intense and must be accomplished to generate income, pay bills and cover both planned and

unplanned cash requirements. ie untimely rain damage, fire or wind storm damage, unseasonable cold weather when animals are birthing. Everyday has unforeseen issues that require decisive action that may not fit within an 8 hr day or 40 hr week of a traditional office job or shift work.

- I already took this survey, but wanted to add another comment. There are 3 important reasons that overtime pay should not be implemented in our industry. 1. Employer-provided housing should count as an employer-paid benefit as it would in any other industry and we should not be responsible for paying both housing AND overtime pay. This benefit adds up to \$10 per hour to employee pay. 2. Lawmakers seem to think that mechanization of harvest is an easy fix, including "drone harvest". Mechanization simply isn't possible for so many crops that require hand-picking. 3. The timing of agricultural seasons is limited; especially in the case of harvest, we have a limited number of days to harvest our entire crop (regardless of how many acres we need to harvest). Losing time to weather is not time we can make up by adding extra days on to our harvest at the end, as our packinghouse will charge us for any fruit picked outside of our designated harvest days.

- We give young people who can't get jobs anywhere else an opportunity to learn good skills and develop work ethic. If we have to pay overtime we will work it ourselves and vastly reduce our workforce. This will lead to more accidents and fewer jobs for those who could use them.

- This would kill a lot of jobs and eventually force people to move operations out of Oregon

- Already paying one of the highest minimum wages in the country. Scheduled to increase every year. Then indexed for the future.

- This will take work away from workers. They rely on working extra hours during peak seasons in order to offset the seasons where there is no work. We would not be able to afford to pay the overtime so would have to shorten their hours and hire more workers which would take work away from the regular guys that count on it. And that's if labor can be found. It is increasingly difficult to find laborers. In which case, the farm itself would likely fold

- We are already paying higher wages than other competing states and we are unable to pass on increased costs to the companies we sell to.

- Agriculture is a price taker market. We don't get to set our margins. We operate in a national/global market. This would make it tougher for us to survive in many of the crops we produce. And the real harm will be done to our employees that count on those hours as we will have to reduce their hours to survive.

- As farm prices haven't kept up with inflation, we continue see our margins wither away, we have to do more work ourselves as owners, this is not sustainable

<ul style="list-style-type: none"> • I'm sure they have heard it before, but producers are price takers. We can't pass the cost along to anyone else. In hood river county, most farmers house their employees for little to no cost to the employee. This should be factored in to wages. My calculation is giving an employee a house to live in and paying for all utilities adds at least \$10.00/hour to what they are making.
<ul style="list-style-type: none"> • We would most likely hold everyone at 40 hours per week, so our employees would end up making less money than they are used to. We are fairly organized so would be able to function with less hours, but currently we allow our crew to work more if they want to. It gives them the opportunity to be able to pick up more hours if they want/need to earn more money that week.
<ul style="list-style-type: none"> • Our industry provides free housing. Free housing plus overtime ???
<ul style="list-style-type: none"> • At the end of the day. Overtime will harm the worker. Most Ag workers only work 8.5-9 hours per day but if I have to pay overtime, I'll start a second crew and each worker will average 6 hours per day
<ul style="list-style-type: none"> • We are already struggling as a farm due to increased minimum wage. Overtime pay could be devastating or even end us farming in Oregon.
<ul style="list-style-type: none"> • Many full time agricultural employees receive benefits on top of their pay, which really makes their hourly rate much higher. For example. These benefits could include housing, health insurance, utilities, garbage service, etc.
<ul style="list-style-type: none"> • It would produce a financial hardship for farmers producing a commodity already valued at deflated levels, where profit margins are already tight.
<ul style="list-style-type: none"> • If your goal is to import all of your food from foreign countries and put Oregon businesses out, then by all means continue to pass legislation such as this.
<ul style="list-style-type: none"> • Forcing our Farm to pay overtime wages would lead to layoffs and a reduction of the size of our operation. We have long been exempt from overtime laws based on the understanding of 2 things: 1. Margins for agricultural businesses are slim. 2. Agricultural businesses are essential. I hope the Oregon Legislature keeps these facts in mind.
<ul style="list-style-type: none"> • There will be some farms/businesses that will figure out how to make it work with paying the extra overtime. I'm afraid what will end up happening is farms/businesses will be more strict with the hours worked per week. They will hire more employees and make sure they don't go over 40 hours or even bump their hours down. Farms and businesses will figure out a way around paying the overtime. The people it will really hurt are the workers. The ones who look forward to harvest time because it means longer hours and a much larger paycheck. They will either no longer receive those long hours and large paycheck or they will have to find another job.
<ul style="list-style-type: none"> • Our margins are already tight. We have no way to recover the costs associated. The Overtime wages would make us consider whether we stay in business in Oregon. We are already paying more from high fuel taxes, CAT and all of our

licensing fees have risen sharply. Typically people who work in agriculture, do so because they enjoy the work and accept that they are not going to get overtime. Many employers reward with bonuses at the end of the season. Oregon cannot continue to raise taxes and wages and expect businesses to survive. Oregon is already losing businesses to neighboring states with lower taxes.

- Our workforce likes the large hours because they can make more money without working a whole year. We would have to decrease hours to employees, and we might lose the domestic workers because they won't be making as much money in a year. Most of our workforce is H-2A. They come here to work a lot of hours and get several months off work. The H-2A and many domestics send their paychecks to Mexico... this money of overtime won't even stay here in our economy. Having to reduce hours if overtime is enacted will therefore reduce employees' wages and they will leave our industry. Having overtime in Ag will be the death to many farms, who don't have the margins to survive another increase in cost. Ag is unlike any other industry, where we work really hard for 7 or less months to stay in business, when there is no business in the winter. Overtime in Ag does not make sense, and will decrease our local food supply, which will harm the citizens of Oregon by increasing their food costs.

- Agriculture has always been exempt from overtime pay in the past for two good reasons: 1. There are intense harvest periods when everyone works long hours to get crops picked and packed. There is no way to spread that work out over a longer period. 2. Profit margins are very thin -or negative- in nearly all agricultural products. Unfair, but true, and not showing signs of changing. Additionally, now there is a farm labor shortage, due to the Trump administration's efforts to block immigration across the USA's southern border, both illegal and legal, so it is now even harder than before to spread the work out by hiring more workers. Finally, speaking as a moderate Democrat, I want to see an improvement in understanding, acceptance, and cooperation between urban and rural residents and, the people we have elected to represent us. For just plain politics, this is a bad move, guaranteed to bring a backlash of rural conservative anger, which for once would be justified. Listen to us farmers, please. Let's find ways to achieve social justice without doing harm to others of us who are barely getting by.

- It will eliminate jobs, if forced to pay overtime we will reduce the number of employees we hire.

- Especially difficult for the smaller farmers, as a lot of them don't have the ability to hire several employees, so extra hours weekly happens during harvest season. With farming you never know what type of profit you'll have but your payroll still happens.

- Dairies do not set their pay price and are unable to pass on this expense to the consumer, like traditional businesses

<ul style="list-style-type: none"> • Stop making laws that cripple Oregon Agricultural. Employees working in the industry should be able to bargain with their employers to earn a fair wage that he or she feels fair. Employers do not need more laws imposed on their business's to make it less profitable. Lower profits means less jobs.
<ul style="list-style-type: none"> • Bad idea it's hard enough to make a profit
<ul style="list-style-type: none"> • you have no right to dictate the terms of an arrangement between two individuals
<ul style="list-style-type: none"> • Agricultural crops typically have very thin margins, With any new and/or increase in cost imposed and the layering of increasing costs, that usually can not be passed on due to national and world market prices, put more financial stress on businesses already struggling to compete and survive.
<ul style="list-style-type: none"> • We have enough trouble finding good employees as it is so adding extra shifts wouldn't work. Plus we are barely getting by with commodity prices the way they are. We can't stay in business and pay the extra wages. Plus if you asked our employees if they would want to have their hours cut because we can't afford to pay over time, they would not be happy about it.
<ul style="list-style-type: none"> • no overtime pay, no \$ 15 /hr minimum wage
<ul style="list-style-type: none"> • The dedicated full time employee will be affected the most as employers will be forced to reduce the number of hours worked resulting in less opportunity for income
<ul style="list-style-type: none"> • Mandatory overtime would severely devastate our business, as well as many others. At an average rate of \$15/hr our OT costs would increase over \$430K/year and that is a very rough estimate. Who can sustain that kind of increase and stay profitable?? AG overtime will kill so many farms putting entire families at risk of losing everything that they've worked so hard for, not to mention, the loss of jobs for the employees that this legislation is supposedly "advocating" for. The cost of produce in and around OR will skyrocket...how does that help anyone? The trickle down effect of this legislation will be felt by everyone, and the OR agricultural sector will be destroyed.
<ul style="list-style-type: none"> • Passing mandatory overtime would be very costly to all business but especially small farm agriculture. We will be forced to limit employee hours, possibly reduce pay and even eliminate pay raises, bonuses and other incentives which is very counter productive to the local laborer and economy.
<ul style="list-style-type: none"> • Agriculture margins are too tight to afford overtime.
<ul style="list-style-type: none"> • Your going to cost employees there jobs, we can't afford to pay overtime.
<ul style="list-style-type: none"> • This will only cause more mechanization on farms. We have invested in robotic milkers and a haylage baler that one person can operate bailing and wrapping, eliminating one job in the harvest. We will not be able to justify taking on

intern or young workers as the training phase and learning curve is steep on an intensive farm like ours. We are disappointed we have had to reduce employees and therefore take jobs away from our rural community, but the margins in dairy are too tight to employ lower skill people at the minimum wage of this state and would simply not be possible with a new overtime mandate.

- Agriculture is most often a seasonal business and each year has several time and weather sensitive operations including harvest (perishable products). It is a very competitive industry and in most instances, we are not able to pass increased costs onto the consumers. We have many full time employees that depend on the farm for their entire income. There are months where their income is limited because the work load is not as great as other months, where the need for labor is greatly increased. If we are forced to pay overtime, it will be necessary to hire additional personal to eliminate overtime and keep our costs in line. Ultimately, this will lower the income of our full time employees who count on those additional hours in our peak seasons to feed their families.

- Don't make Oregon unlivable to like are neighbors to the south.

- With our minimum wage increasing every year as well as other programs like sick leave Oregon keeps requiring of us, we are unable to keep up with price increases as other states wages and required programs are much less. Why is it that the big companies such as Nike & Amazon get to move into our farm land and state and get tax breaks, yet we just get more and more taxes/ state programs thrown at us. We, as farmers can't keep up. Again, our prices aren't able to increase enough to keep up. We are becoming less and less competitive price wise. These requirements are KILLING the farm industry in this state!!

- we will not be able to compete in the markets if we are not competitive in pricing and with labor costs increasing we will not be able to continue farming the products we produce. We are a 6th generation farm and have worked to market our products world wide.

- Oregon already has one of the highest ag minimum wage rates in the nation. Employees can earn up to 3x minimum rates during piece-rate work. The inherent nature of a perishable product and weather dependent schedules can dictate work schedules. Ag producers, generally, have no ability to pass on increased costs.

- Passing mandatory overtime would be devastating to our organization. We are barely making enough now paying employees at the regular rate of pay. Agriculture is a hard working, very labor intensive job. Rarely do employees work 40 hours or less even in the off season. We give them the option to reduce their hours in the slower season and they all choose to come in on an occasional Saturday or work a longer day when the weather is cooperating. Payroll is one of our biggest expensive as is, adding in mandatory overtime would will be detrimental to many agricultural business in Oregon.

<ul style="list-style-type: none"> • It will not result in increased wages to employees. In fact it will most likely result in reduced wages. Margins do not allow the extra cost. Between reduced hours, extra shifts for more individual employees and mechanization, producers will do everything to avoid the overtime pay.
<ul style="list-style-type: none"> • Just stop and actually think for once about how many people will lose their jobs, just try to think for once in your lives please.
<ul style="list-style-type: none"> • It will hurt employees who have hrs cut
<ul style="list-style-type: none"> • It would be cost prohibitive in a business that has to make a years income in 6 months. We would likely have to cut everyone making more than minimum wage down to minimum wage to try and compensate. Good employees would leave making the problem worse. It would be devastating to my farm.
<ul style="list-style-type: none"> • Farms have such small margins as it is and increasing these costs will cause tremendous damage. We pay an increasing number of fees and taxes as it is and some of us are reaching a breaking point. Make Oregon a business friendly state for a change!!
<ul style="list-style-type: none"> • Cost of operating are always tight so more increases and changing regulations just make it harder to maintain a productive viable business in that environment. Now is not the time to put additional costly challenges to a already tight budgeting process for the agriculture community.
<ul style="list-style-type: none"> • Completely bull crap, I'll move to Idaho
<ul style="list-style-type: none"> • Our employees will not make more money with this scheme. We have already discussed that during harvest, we will have to pay the big bucks, and when it isn't that busy, we will cut hours. This will hurt employees who expect to make big checks during harvest, and have solid 40 hour weeks the rest of the year. The plan will hurt farm laborers. Employers cannot continue to take financial blows in Oregon without going out of business eventually. Somebody has to pay, it will be the workers with the overtime plan.
<ul style="list-style-type: none"> • I operate my own farm now, but have worked for two different employers myself that employed between 50-500 works annually. All of these employees knew when they were hired that agriculture has inherently variable, and often high hours, and that there is no overtime pay. Many of these employees could have, by their own volition, gone to job sectors that payed overtime. Why did they not do this? Because their hours would be limited! I would like legislators to understand that many agricultural workers want the seasonally high hours because it means more pay that what they can make in more conventional 40 hour per week jobs where employers dutifully avoid overtime. Forcing agricultural employers to pay overtime after 40 hours shows blatant disregard for the nature of agriculture itself. A factory or other business may be able to add a second shift or reschedule work, but when seeding needs to be done, crops harvested, or some other timely operation constrained by the weather, there is no other option than to work the long hours. That is exactly why agricultural exemptions to overtime exist. Agricultural employers have

limited ability to reschedule work to reduce hours, and with an agricultural labor market that has grown tighter in recent years, adding laborers with shorter hours really isn't an option. Passage of a bill like this will be a boon to mechanization. It will boost some workers pay, but most certainly at the expense of another workers job. Trust me. I've been around the business long enough to know that this is true. Regarding wages, in a recent conversation I had with a dairyman regarded minimum wage. His conclusion was that minimum wage was dead. Even his entry level, unskilled employees were starting at well over minimum wage because labor was tight. Nobody in his area would work for minimum anymore. My experience has been similar. The open market for labor was benefiting the employees. They didn't need the government to begin mandating raises and extra benefits. Moreover, as a beginning farmer that leases most of the land I farm, my margins are thin. I gave my right hand man a decent raise this year, but if I'm forced to pay overtime for him and my temp workers, I won't have anything left in the budget for any raises for quite awhile...maybe never. Also, as an owner operator, will I get paid 1.5x when I work 75 hours a week during harvest or planting? Of course not! But my bottom line will be dinged pretty hard. I know that these bills are crafted with some idea of equity in mind. That's noble, but the result won't be what the legislators crafting these bills think. Leave labor and wages alone. Employees and the labor market will sort these things out better on their own.

- Oregon legislature has had a laser focus to destroy family farms over the last ten years because there is no profit left, just more risk. Time to let mega farms take over. That is what Oregon is pushing for

- don't pass

- we market into a global market we can not pass along increase costs to our customers

- Employees who work piece rate are there to quickly work (get in and get things done). They are paid piece rate so that they can work efficiently. Several, if not all of my employees who get paid by piece actually make upwards of \$26-\$30 PER HOUR because of how efficiently they pick. If Oregon imposes this tax, my farm personally would have to then pay people almost \$45 per hour. It would be more expensive to pay employees to pick than it would be to take care of the fruit and then let it rot on the tree and not get picked. The fruit tree profit margins are so small already, that there is no way for people to continue farming if this were to pass.

- The bill would result in: no raises, no/ fewer bonuses and more automation. The loss of bonuses is a problem for bother producers and employees. Growers would have even more complicated bookkeeping.

- This will put small family farms out of business put land in hand of large cooperate farms and they will most likely limit hours and hire few more people but just makes employees less and forces them to find multiple jobs to make ends meet.

<ul style="list-style-type: none"> • Our harvest was cut in half from various problems like voles and weather last summer. Adding extra overtime payroll would be very hard
<ul style="list-style-type: none"> • it's not realistic. i can't raise my prices. i won't be able to compete against other countries cheaper labor
<ul style="list-style-type: none"> • Its getting harder to be profitable and sustain small farmers in Oregon.
<ul style="list-style-type: none"> • That they would be forcing us to lay off employees.
<ul style="list-style-type: none"> • Our increased cost for 2020 would have been more than 2.8 million dollars. That easily justifies automation to our dairy and mechanization on the farm to reduce the number of workers we employ. We would also look to freezing wages to offset the expense over time. Due to the nature of our work and difficulty in finding workers 55 hours should be set as the threshold not 40. Our labor costs would increase much much more than \$50,000+. It would be in the millions.
<ul style="list-style-type: none"> • This legislation would result in reduced hours for workers which would also result in significantly reduced pay. In addition, operations will continue to automate and mechanize to eliminate labor positions to be able to operate profitably under new restrictions. Employers will also have to start charging their employees for housing and utilities which by and large is currently paid for by the employer. This legislation would cause hard working, driven individuals to seek a second job (likely on a neighboring farm) to make more money because they would still want to work more hours to get more money. It would not be an effective way to reduce hours for employees or in fact, compensate them more for their time.
<ul style="list-style-type: none"> • We will have a hard time competing with growers in other states that do not have to pay overtime.
<ul style="list-style-type: none"> • It would cost our company over \$600,000 in additional labor in a sector that doesn't get to just pass it's cost on to the consumers.
<ul style="list-style-type: none"> • this is bad for the state and would reduce food supply for the world markets.
<ul style="list-style-type: none"> • We don't set the prices for the commodities we sell... Therefore we have no way to raise the prices of wheat/grass seed/etc to compensate for higher labor costs. When our labor costs go up, our net goes down and results in fewer jobs available. It also makes our other expenses more difficult to manage (fertilizer, rent, health insurance, etc)
<ul style="list-style-type: none"> • It will result in small farms selling out to larger operations, farms will reduce hours, or change to less labor intensive crops and lay off workers.
<ul style="list-style-type: none"> • Agriculture is being hit hard by more rules and increasing costs. As owners, we are trying to cut our costs, while costs are increasing. I see many farmers working longer and longer hours, so they do not have to hire employees and deal with all the rules. We are working ourselves into an early grave and we

do not want to see our sons and daughters falling into the same cycle as us. The legislature needs to start helping the farmers instead of making it so difficult for us to put food on everyone's table.

- Even though we are a small family farm, we still run about 12-13 employees through most of our crucial seasons such as pruning, thinning and pear harvest. we pay piece work and run 40-55 hour weeks. One large impact being overlooked is our employees when not working with us go work at other orchards for income. If these bill are passed we most likely put a hard cap on our work week to 40 hours per week, which would limit our employees to make additional income throughout the year as we would be requiring them to stay on our farms for longer periods of time. We most likely would be limiting our employees overtime every pay period, but also limiting their ability to go make additional income, resulting in a hard hit to migrants workers annual income

- In order for the owners to do this we would have to cut employee hours which in turn would either drive up hourly wages (since guys wont be able to work over 40 hours they will want more money to make up the difference) or cause us to use more laborers which means more time for payroll, safety concerns(especially with covid going on), and a more mechanically driven operations to save money.

- We are a dairy, our milkers work 10 day work periods (8 - 10 hr days and 2 days off). There are not enough people willing to work milking cows to add shifts. Our milkers get paid \$17 per hour If we reduce their hours and gross wage so we can pay more people will lose our milkers. When we updated our milking barn, the milkers wanted to know who would be let go. Together we came up with this schedule so everyone could stay on. The average wage is about \$50,000 plus a year. These people do not want a reduced wag and we can't afford more! We have no control over what we get paid for our milk so can't pass cost on to customer.

- On the farm it is difficult to have multiple people working shifts. We need the consistency of our employees knowing the irrigation infrastructure and they take pride in their work. When margins are tight it still takes a certain number of employees to do the work. With increased costs on every corner; we are asking that Ag employers be given an exemption so that we can provide the products to the public they need. We appreciate our employees and want to be able to continue to provide employment for them. Please help us to be able to do that. Thank you

- We operate in Linn, Lane, Marion, & Polk counties. We pay all regular full time employees at usual OT rates for hours worked year round. It is only the seasonal employees that we hire for our 6-8 week harvest season that we pay at straight time. The majority of these employees are students who are only available to work during the summer, which happens to fall during our harvest season. These students choose to work long hours in the summer when they are available, so they can stock up on funds and focus on their studies during school.

<ul style="list-style-type: none"> • Farmers feed the world, stop trying to put them out of business.
<ul style="list-style-type: none"> • They should use common sense thinking, which they never do. Good example is the cat tax - no thinking went into this at all. My employees are paid very well and do not need overtime to survive. This will place such a burden on farmers that more employees will get laid off or put on split shifts to avoid overtime.
<ul style="list-style-type: none"> • Overtime is not the answer for ag. This will hurt rural eastern counties.
<ul style="list-style-type: none"> • it would hurt farmers extremally. it hurt farmers bad enough with the wage jump this would put farmers out of business
<ul style="list-style-type: none"> • This will destroy Oregon farms, and leave many seasonal workers without jobs because of the additional costs to farms.
<ul style="list-style-type: none"> • Crops by their very nature have busy seasons that can not be adjusted around a 40 hour work week. When they need to be harvested / shipped it is go time and does NOT wait like non living material.
<ul style="list-style-type: none"> • It will devastate us as with many other farmers
<ul style="list-style-type: none"> • I would like them to understand how expensive it is already to produce tree fruit, keeping a healthy, safe workforce and trying to keep financially sound with less and less sales options. Read Mike McCarthy's article! It hits the mark and it's true. Make sure legislators understand we are living in limbo. Whether or not a farmer can last another season is very real! We all want to make sure our workers have enough to live on but we as farmers must have enough as well. We seriously care for our workers well being but dishing out more in the form of wages and benefits has to start levelling off unless the government is willing to keep handing out PPP dollars and more subsidies to farmers. I don't think anyone wants to go there. Thank you for this opportunity to voice my opinion.
<ul style="list-style-type: none"> • This would actually reduce our employees income as we would change crops and mechanize.
<ul style="list-style-type: none"> • Farming is a seasonal occupation - you cannot expect agriculture to be held to the same standard as businesses that operate on a steady hour system and are pulling in income the entire year. Farming requires everyone to give their 100% at harvest and then relax at other times in the year, doesn't seem fair to penalize ag because it is seasonal.
<ul style="list-style-type: none"> • We pay salary not by the hour. Would be devastating regardless of pay system. How are we to compete with other states and countries when we tighten our belt and implement stricter mandates and laws and others do not? We will continue to drive businesses, families and dollars out of our state. What is the end goal?

- I Think The legislature should look into more important issues in the state, When I hire a worker I fully disclose the hours to be worked at peek seasons, they know what is expected. If the the potential hire is not ok with the work structure they can find a job somewhere else. I pay very well for the hours that are worked and that is my decision not the legislature.

- Right now I pay my full-time employees overtime as an incentive, this along with full match 401K and full medical for spouse and family. If Oregon were to go to a mandatory overtime pay for all, my cost increase for the seasonal harvest crew would be high enough it'd be my full-time workers who would suffer because I'd have to decrease some of their current benefits. Plus, you take away any incentive I have to hire someone in an industry that is already short on workers. With the already increasing minimum wage, I do not feel that mandating overtime for ALL agricultural employees is a necessary act and this is just another cost that hurts todays farmer in an industry that is already struggling to survive.

- Stop regulating agriculture. You are running us out of business. It's amazing to think what you could do if you could give us incentives instead of keep taking away from the bottom line and limiting job opportunities. Raise the expenses and lower the opportunities. There is not extra funds.

- Dairy farm operations run on very slim margins: from -7% to 3% each year. The proposed overtime legislation would increase our overall expenses by 3.5% meaning we would never have a year with a positive net return. This is completely unrealistic and not sustainable for dairy farm businesses. If the legislature likes Tillamook cheese, they should think twice about passing this legislation which would kill the farms that produce the milk that makes world renowned Tillamook cheese and all of the other wholesome dairy products made in the state of Oregon.

- A ruling such as this will make farming in E. Oregon almost impossible. We have land in Idaho and would likely sell our Oregon holdings, which will likely be less valuable since many farmers will be looking to do the same thing.

- would put people out of work!

- We are already running on tight margins as it is. OT would be on compounded on top of minimum wage increases Additional government mandates and higher taxes are already being layered on yearly. This additional cost may it as far as running this farm operation.

- The critical issue for us is how piecework employees would be handled. Most piecework employees make the equivalent of \$16-24 per hour. If this is mandated to increase by 1/2 after 40 hours, in 3-4 years it would price increase our prices to the point we would start losing business, most of which is out of state. The state needs to consider the long-term ramifications to agriculture if this is passed. I believe the costs for food would go up significantly, which would not be good for consumers.

<ul style="list-style-type: none"> • We are the foundation of this country. We provide the food at the tables each day. Personally, we also provide low cost housing and wonderful jobs for our employees. We do as much as we can for all of our employees. If we were to increase wages after 40 hours it would devastate our company. The cost of getting our fruit to market has only increased by the year without the actual price we receive going up. Our margins have closed and to close them even more would put many small farmers out of business I'm sure.
<ul style="list-style-type: none"> • We have a lot of small family farms that are already on razor thin margins. Need to spend some time and understand what is really going on in the agriculture section before you start adding expenses. You will hurt the employees ability to find a job in the end.
<ul style="list-style-type: none"> • We give our harvest employees a bonus for working the whole season. We try to provide good jobs for young people just out of high school and during college. Raising commodity crops, we do not have the ability to recoup this increase through the cost of goods sold.
<ul style="list-style-type: none"> • A lot of farmers are hiring young people. Many times this is their first jobs they have ever had. We spend a lot of time teaching very basic skills. Hopefully life long skills. We need a break for doing this.
<ul style="list-style-type: none"> • This will cost jobs and limit opportunity for low skill workers.
<ul style="list-style-type: none"> • what it's doing now. We feel we pay our employees very well. We've had lotta employees or 15 years. What would hurt us the most ,if they would go going back three years like they did in Washington.
<ul style="list-style-type: none"> • We prefer to pay our employees well and provide professional long term employment emphasizing high retention. This would impact our employees as much as us because we could not afford to keep people on.
<ul style="list-style-type: none"> • Can not compete with Latin American countries with this higher wage cost.
<ul style="list-style-type: none"> • Unlike most industries, agriculture are price takers; not price makers. We cannot pass on our cost increases. Unfortunately, vendors don't want to pay more for our commodities and our margins continue to get squeezed. Additionally, we harvest and have to wait for anywhere from 1-12 months to get paid for our commodities, while our expenses are due within 30 days. Come spend a day in our shoes.
<ul style="list-style-type: none"> • The people who choose to work for me know that ag is exempt from overtime and it's up to them to decide if they want to work for me or not but the state should not force my business to pay for overtime. There are dozens of local Farms I do business with that depend on my bees to pollinate their corps and they would be in a world of hurt if I had to reduce my number of hives to save on labor cost.
<ul style="list-style-type: none"> • Passing this bill will actually reduce the amount of family wage jobs

<ul style="list-style-type: none"> • We will no longer employ students. Suppling them with work experience and ethics.
<ul style="list-style-type: none"> • This will harm the local workforce as their hours will be held to 40hrs/week. This will also harm orchards in the short and long term. Short Term: Tree fruit commodities are price takers not price setters. The additional costs cannot be passed on to the consumer. Long term: most medium size orchards will close their doors as they are too small to afford mechanization (orchards need to be replanted to accommodate very expensive machines), and they are too large to operate the farm without a non-family workforce.
<ul style="list-style-type: none"> • I am paying 15 to 25 dollars an hour for employees and can't pay overtime .This would be a disaster for ag in Oregon because of the labor intensive crops we raise.
<ul style="list-style-type: none"> • This would put a lot of family farms out of business. We have small margins as it is this would kill us.
<ul style="list-style-type: none"> • You guys are liberal idiots that don't know what it takes to farm or ranch.
<ul style="list-style-type: none"> • I don't have enough work to keep everyone on full time, so in order to keep the same employees coming back every season we pay them generously already.
<ul style="list-style-type: none"> • It would be making oregon even more uncompetitive to other states with our products. We live in national and even Global economy so we cannot keep adding to our expensive and say we will be able to pass it on down the line. Other product will come in from other states/country that don't have all the additional cost. Moving product is not hard. During this pandemic we have already seen consumers pull away from name brand options and go off brand names to save money. So people will chose the cheap option and that will not be Oregon products.
<ul style="list-style-type: none"> • We will probably go out of business
<ul style="list-style-type: none"> • This would be devastating to our farming operation.
<ul style="list-style-type: none"> • They may dream of a workers paradise but they are creating a employers HELL
<ul style="list-style-type: none"> • Quit being Stupid and trying to make problems where there isn't any.
<ul style="list-style-type: none"> • Farmers do not set there prices for the products they produce, we are price takers. Small farms are already at a high decline, this will cause more of them to go out of business. In general manufacturing of goods if labor or the cost of inputs goes up, the cost of the finished product will be sold for more money to recoup those increased expenses. Farmers do not have that option. Farmers in livestock production are required to tend to there animals 24/7, 365 days a year. Please consider this for the farmers that feed our country.

<ul style="list-style-type: none"> • Prevent overtime agriculture in the industry. We are pushed by more rules and regulations and eventually will make the small farmers become obsolete.
<ul style="list-style-type: none"> • Employees will work less hrs and make less money by the end of year
<ul style="list-style-type: none"> • It would cripple the agriculture industry. Don't do it!!!
<ul style="list-style-type: none"> • Cost of food will go up
<ul style="list-style-type: none"> • Many of our workers would have their hours cut back and we would hire more replacments to keep under the 40 hour minimum. This would cut into their earning and they would be very unhappy. The costs to employers would also increase to unsustainable amounts. During busy harvests they want as many hours as they can get and do not want more hires on the farm
<ul style="list-style-type: none"> • Farming in Oregon realize on the weather and you have to take advantage of the sun while it's shining
<ul style="list-style-type: none"> • Farm products are at a low cost with low profit yield. We cannot increase our rates as people can't products currently. We work with our current customers to help keep them in business. Without our company many other businesses and families would suffer. This would create additional unemployment and welfare.
<ul style="list-style-type: none"> • The simple truth is margins are already extremely tight for Ag and we can not continue to absorb the cost being passed our way. Most of the time we have no idea how much we are going to make for our product on a day to day basis because our prices are traded daily. Ag is not like other businesses. Agricultural employees also get many other perks added to their monthly benefits that aren't able to be accounted for as salary or per hour pay. Some of these include, paying for their housing, power bills, fuel, beef, farm store purchases, etc. A move like this will only make it harder for the family farms to survive in the state of Oregon!
<ul style="list-style-type: none"> • I am 2miles from Idaho that is friendly to ag and we have to compete with them. This state makes our farm family's becoming extinct!!!
<ul style="list-style-type: none"> • Oregon agriculture is already at disadvantage compared to vast majority of states. The high hourly wage rates, paid sick leave, family leave and other regulations that have come into effect over the past 10 years have left Oregon at a severe competitive disadvantage. The impact of any one of these regulations has been difficult.....the cumulative impact if Over-time pay is added would be devastating to Oregon Agriculture and rural communities that have agriculture as their main industry.
<ul style="list-style-type: none"> • Don't pass the bill.
<ul style="list-style-type: none"> • Even if I can afford the overtime for the current season it will alter the way I hire help in the future and will make me look for ways to get by with less employees. Employee laws and regulations already make it so that I try to

<p>avoid hiring others as much as possible. Adding to that cost via overtime pay makes the issue worse.</p>
<ul style="list-style-type: none"> • It won't help workers. They'd be cut back in hours so they'd take home LESS money than they currently do.
<ul style="list-style-type: none"> • That it's going to kill a lot of agricultural farms. No Farms No Food
<ul style="list-style-type: none"> • During the busy seasons, agriculture is very time sensitive. Crops have to be harvested, planted, sprayed, etc -- in a timely fashion. We can't just spread the work out over longer periods of time. Farm workers also have more work to do during peak seasons than off seasons. If we cut labor or only work during shifts, they will lose out on their overall yearly income.
<ul style="list-style-type: none"> • This will kill ag
<ul style="list-style-type: none"> • We provide free housing to our employees and pay for our employees utilities. Some of our employees stay all year long (even though we only have work for about 13-15 weeks a year) and have family members who also live here. How do we incorporate that into their wage. We are already maxed out on expenses and labor costs. We won't make it.
<ul style="list-style-type: none"> • As much as we love of our employees and would love to pay them way more, the crops we grow will not provide enough revenue to cover this type of extra expense.
<ul style="list-style-type: none"> • All of the variables involved in our market vegetable operations have enough time sensitive relationships that the ability to control costs to remain viable would place the operation continually at risk of losing profitability with added work hours -which could under this plan be often near 50% at overtime levels. We also use visa workers [nearly zero domestic ag workers exist] for our main workforce--and at Adverse Wage Rates of pay that are already higher than domestic labor market rates which compounds costs even more . Farmers are generally price-takers, so the exposure to financial ruin always is present as we generally have problems " passing-thru" such short term costs to our fresh market customers. They can always buy from Mexico or other low labor cost sources--and we domestic producers are DONE!
<ul style="list-style-type: none"> • It would likely put us out of business. Wholesalers and buyers will not cover the cost, it already doesn't cover the mini wage incr in OR. Other business raise their price while we cannot. The cost of everything has increased year after year, we make less. Kick us while were down. We'll be done.
<ul style="list-style-type: none"> • It would kill off the small family farmer, you would only have large corporations that would then restrict hours to 40 or less, making it even harder to obtain migrant workers (they will go to a state that doesn't have this rule. You are also not taking into account worker housing. Workers get free housing and utilities for at least the entire harvest season, most often nearly the full year when they continue non harvest work. Forcing farmers to pay overtime will also force them to charge for housing and utilities, forcing even more

workers to leave the state for better employment. It will seriously cripple the industry.

- Crops are time sensitive and can not just stop harvesting due to hitting 40 hours a week. During our busy time of year we work over 40 hours a week on a regular basis and we can not afford to hire more people so we can have a shift work schedule and shift work does not work in agriculture we are limited by day light, weather conditions , workforce availability, housing , equipment, cost for training ,employing, hiring , housing, managing, sanitation would drastically increase to get the same jobs we are currently doing. This would also reduce the earning potential for our current employees. We are already paying competitive wages for our industry or we won't have employees. And our piece rate workers are averaging over 25 plus an hour and we can not absorbed the extra labor cost we are a supply and demand market we do not set our prices and already running on tight margins.

- Government should be thankful agriculture is doing what it can with the small margins to help put some people to work. Farms are already using technology to reduce labor and increasing the cost of wages will only speed this up as it will pay for itself quicker. There is only room for so many people to go build solar panels before they need a job to survive and with the extra hours that they are getting it works for them or they would move on to find a place where it would.

- I can not set the price for my product.....so on a bad year it would be devastating

- This would create a huge strain on the farming industry and thus affecting the cost of food, etc.

- Agriculture in Oregon is under constant attack from legislation. Most recently is the 15.00 dollar an hour wage and pesticides application rules. We are producing and have been producing some of the safest food sources in the world. All while providing a safe and equitable working environment to our employees prior to these added burdens. More wages will not have a positive impact on agriculture.

- You are trying to fix something that isn't broken. Our wage rate is based on not paying overtime. My employees make more money working for me with no overtime than they would working for our local co op which does pay overtime. I know this because they have tried to steal my employees before and they did the math and they were better off to stay with us. What ever happened to just leaving people alone to make agreements among themselves with out government oversight.

- My employees are paid well above the minimum wage. I would seriously consider lowering the hourly wage especially for seasonal work.

- The employees would end up not getting paid any more because hours would be cut in the off season to balance labor costs which would cause hardship for the employees in the off season.

- Overtime will eliminate jobs for young people getting their first summer job also it will cut workers hours and with a seasonal job the only way to make money is to get the hours

- The way the legislature is proceeding with the laws they are trying to pass will drive all business out of Oregon, not just agriculture. I understand trying to make sure employees are getting just and fair pay, but agriculture is a low margin business and we cannot survive the high tax and grossly increased wages

- Many small wheat farmers such as myself only hire 1 or 2 additional workers during harvest. We pay competitive wages already and the employees we seek are only looking for a short term job anyway. By having to pay overtime it would make it cost prohibitive to hire employees and we would seek avenues such as for hire trucking outfits instead of local college students or other local individuals looking for short term work.

- The food we produce competes with other US states and foreign countries, in grocery stores that are increasingly consolidating to cut costs. This gives an advantage to vertically integrated, multinational companies, over family-owned Oregon farms. The price we receive is based on the powers controlling the markets. Please concentrate on increasing the prices we are able to receive for our products, in order that we can raise wages without going out of business.

- We are struggling with environmental forces that want to use our water for recreational and aesthetic purposes rather than for irrigation. They use the endangered species act to justify their means. The water districts, farmers, and government spend money to bury our canals in order to save money and, for that, Property owners along the canal route who don't want to see the canals piped create litigation to stop any or delay progress. Adding another cost on us right now would be extremely burdensome to our livelihood and the future of true production agriculture in our county.

- Ag producers are price takers, so we can't just raise our prices to absorb the cost of overtime. The world market sets our price for us. Raising costs continues to put us at a bigger disadvantage, which will drive farmers out of business. Americans will be forced to import food from other countries with less safe food and much lower quality working conditions.

- As a rule, farmers cannot set the prices they receive for the products they grow. We work on very small margins and cannot afford to absorb higher labor costs.

<ul style="list-style-type: none">• Start working to keep jobs instead of trying to cut jobs. The higher the pay to employees the less the margin and the farm prices that we get are not going up.
<ul style="list-style-type: none">• Passing this law would put small farms out of business and promote more imported food.
<ul style="list-style-type: none">• Please don't put us out of business.
<ul style="list-style-type: none">• We should look at how the Washington Farm employees are feeling today with many farms now switched to overtime rules. They are feeling the pinch as most farms are keeping hours below 40 and the employee is the one to suffer the most
<ul style="list-style-type: none">• Your nursery stock crops will not be able to keep being produced if this passes without a doubt. Or expect those costs to be passed to the consumer and for our sales numbers to drop. Our competitors in Tennessee will take over the market and we will lose sales and many old time family businesses will close meaning hundreds to thousands of employees will no longer have good paying safe jobs to provide for their families.
<ul style="list-style-type: none">• Small Businesses and Family Farms Will not be able to absorb these additional costs. With hops we are future contracted years in advance making it very difficult to increase the price to reflect the increase in costs. Not only will it hurt employers but employees will also suffer from this. Farms will reduce hours to stay below the hour limit causing employees to actually make less. It will thus stretch out the harvest seasons of all crops causing more overlap in the harvest windows when labor forces are already spread thin.
<ul style="list-style-type: none">• It could shut us down.
<ul style="list-style-type: none">• We have a very fragile Ag labor source as it is, we are unable to pass on expenses as we don't have control of the final product additional we would be forced to hire additional employees which would cut down hours for all employees and hurt their income that they usually receive during the harvest season
<ul style="list-style-type: none">• Agriculture producers or farmers are different than nearly any other industry in Oregon. In other industries, for example restaurants, grocery stores, service based companies, they can increase the cost of the products or service to help pay for increased costs in business, including overtime pay. For farmers, we do not have control of the price or the amount of money we receive for many or most of the crops we grow. We the most part, we are price takers. We do not have the ability to raise our prices. That is not how our industry works, unfortunately. The costs, such as fertilizer, chemical, labor, overhead, increased laws (which cost lots of money), have increased through the years. The price we receive for the crops have not kept up with these increases in costs and inflation. Actually, the price for many of these crops is near the same as we have gotten many years ago. If the mandatory overtime would pass for agricultural employees, we do not have a way to increase our income to help

pay for this. We cannot just say, "We would like \$.50 a pound more for our Ryegrass this year". Or, we cannot say, "Please pay us \$1 more per bushel of wheat". In other industries like restaurants, they can raise the price of their burgers. Service businesses can raise their labor rates. How are farmers supposed to pay for this, when margins are so slim? Does the Oregon Legislature understand the importance of Oregon agriculture to this state? Also, if Oregon passes a mandatory overtime for agricultural employees, this puts the producers or growers in a competitive disadvantage to many other states in the United States. What advantage is it to keep our farm businesses in Oregon? I urge the Oregon Legislature to nurture the farmers, the backbone to the United States and Oregon economy. What advantage is there to passing a mandatory overtime for agricultural employees, when it could potentially drive small family farms out of business?

- For short term seasonal work mandatory overtime does not make sense
- We cannot absorb significantly higher labor costs in a highly competitive industry. If forced to pay more in labor costs during peak season, we will have to reduce wherever necessary in an attempt to continue to remain a profitable business.
- my business will be forced to purchase more automation and cut number of employees by at least 2/3
- Don't do it
- That they need first to address those that are paying in cash so employees can collect unemployment and oregon trails. We don't have an adequate work force to support this type of an overtime program. The bodies simply don't exist here.
- Terrible for both the employer and employees! Employees wages would overall decrease as they would not get the hours that they want. We already give the option to the type of schedule employees want and if we were required to pay overtime, there'd be no choice, just a reduction in hours. We'd also start looking at mechanical options that would completely eliminate positions available.
- We already pay our workers over the minimum wage. It would greatly increase our costs which we can not pass to anyone else.
- Not necessary for this occupation
- We pay 1 1/2 time for hrs worked over 40 in a week, and have for 30 years. These measures would not impact us.
- They really need to think about farmers and the commodity price, look back 20-30 years, machine and labor costs have going up huge, but crop prices have hardly changed, we just have to get bigger to help the margins or go out of

business. All this bill would do is cut employees hours or employees as we'd just figure out a way to make a machine do the work. So please think ahead and not just pass stupid stuff like this for more votes think about how it'll hurt the economy.

- If you are going to mandate cheap food this is not the way to go.
- My Blueberries are late market and do not machine harvest well. If foreign fruit was not allowed to come in to the USA, prices would stay higher and we could afford to pay overtime, otherwise looks like I will have to raise something else with a lot less labor.
- As a farmer any new cost in production would be hard to absorb. We are not able to pass the extra cost on to the consumer like other businesses can.
- We can't just pass this cost onto anyone else. We need to stay competitive with other states and countries on our goods we supply. Our farm does not have any employees that work minimum wage.
- Availability of labor at an affordable rate is a constant challenge for our vineyard operation. The price that we are paid for our grapes doesn't increase accordingly. It would be a huge financial burden if we had to pay overtime.
- Passing mandatory overtime would hurt the employee by decreasing the gross amount earned by an employee. Our farm would allow employees to only work 40 hours a week. So, if we have an employee working 65 hours per week at \$15/hours there gross income is \$975 per week. That same employee capped at 40 hours would gross \$600. We would machine pick blueberries instead of hand picking. Employee benefits would be reduced. Currently we pay 100% of their insurance premium. Employees would have to share the premium cost. Vacation and paid holiday benefits would be reduced. All hurting the employee so we can continue to farm on slim margins.
- This would put us out of business. We cant ask any more for our products we sell. If we do ask for more to cover any added expenses this will put us out of business. Our competitors in other countries will take our business and customers away because they can produce the products for less. We are a 6th generation and 120 year old family farm. We cant afford to pay any more taxes, regulations or fees and afford to farm.
- Many ag employees already receive extra benefits provided by the State for housing, medical, education, food, etc. Also some ag employees do not fill out their employment forms accurately: putting the maximum number of dependents, no matter their age (for example - filing married with 8 dependents when they list their birthday making them 18 years old; filing "exempt"; giving the wrong addresses or social security numbers; marking "married" when they are only 16 years old, usually with multiple dependents.
- If you want us to quit farming. Your on track. Rules and regulations are forcing the little growers out of the market.

<ul style="list-style-type: none"> • Our workers want to work more than 40 hours/week. We are currently starting pay for seasonal workers \$14/hr + and our permanent employees are making \$17.50 to \$30/hour. A big problem is a lack of available people willing to do farm work. Overtime would make us reduce the acreage we farm and put people out of work. Agriculture is a big part of Oregon's economy.....with this move, you would be putting a lot of people out of work. One possible solution would be going back to the Bracero program allowing Hispanics to come up LEGALLY to work during the time needed and letting them go back home after harvest.
<ul style="list-style-type: none"> • Agriculture is not a 9-5 job. It is more of a lifestyle than a job and the Oregon Legislature is out of touch with the farmers of this state.
<ul style="list-style-type: none"> • It would reduce their overall income and many would need to find additional part time work at a second job.
<ul style="list-style-type: none"> • Let private business decide how to pay employees, and supply and demand will take care of the problem.
<ul style="list-style-type: none"> • What also needs to be considered is that the employees are fed meals, some are provided housing and other accomodations.
<ul style="list-style-type: none"> • The hispanic workers that i employ simply are hard workers, and sometimes work 3 jobs....i provide housing rent/utility free & care for them as family!
<ul style="list-style-type: none"> • The margin between expenses and profit are low already, the Family Farm can't absorb this expense. You will see Family's having to redirect their farming practices to use less people and turn to more mechanical practices. This will not be good for Oregon Farm's.
<ul style="list-style-type: none"> • the profit margin in farming is so small we cannot absorb these costs
<ul style="list-style-type: none"> • The employees are going to make less money in the end because most businesses will limit work weeks to 40hrs or less and bring in multiple shifts.
<ul style="list-style-type: none"> • For our operation it would add over \$80,000 in a year just to our payroll, not including our contractors payroll. We would have to consider a cheaper health care plan and reducing or eliminating our 401K plan to accommodate this.
<ul style="list-style-type: none"> • I already house and pay all utilities for my employees like most pear growers, at a significant expense to my business. My average hourly wage is around 15-20 hour, this rule makes no sense to an operator like me. My employees are very well compensated for their hard work. I pay end of year bonuses and help with their lives in any way I can. I administer my own retirement plan for my employees. My margins are razor thin, and I know many that are in worse shape than myself. I am a price taker and cannot simply raise the price of my commodity. Its just another nail in the coffin for Oregon ag.

<ul style="list-style-type: none"> As farmers, we work on very small margins. As we do not have a say in what price our packers will pay us for crops, its hard to have a significant increase in labor costs without knowing what our income will even look like.
<ul style="list-style-type: none"> Our employees will get their hours cut.
<ul style="list-style-type: none"> Farmers are price takers not price makers. Our margins are slim. With the added current expenses for covid-19 regulations, leave and sick time rules, CAT, etc., etc., Oregon farmers are being priced out of the market. If we can't compete state and world wide we lose our ability to sell the crops we grow because someone else can grow them cheaper. I will be forced out of my livelihood along with the employees and communities I support. Workers deserve a fair wage, there is no doubt, but farmworker's jobs will be lost when we have to sell our farms (of which a high number have already had to do) due to the added expenses that do not allow for farmers to make a living.
<ul style="list-style-type: none"> it we could increase price paid for crops it would be great but we do not know what we will be paid until after crop is delivered.
<ul style="list-style-type: none"> It doesn't work.
<ul style="list-style-type: none"> Please no! This will lead to mechanization which further guts rural areas.
<ul style="list-style-type: none"> Ag industry is unable to pass on costs of production to the consumer. This is not practical or economical for this industry's survival.
<ul style="list-style-type: none"> We already hire no employees other than ourselves. Adding mandatory overtime pay just reinforces our reason for having strictly mechanized crops.
<ul style="list-style-type: none"> Labor is already short. The H2A program already exposes our operation to MASSIVE increases in labor costs. This could be the blow that will force us OUT OF BUSINESS. Small family farms are being driven out of business by regulations and mandates such as this. Move forward with this wage requirement and this small family farm will be consolidated into the mega-corporate farm structures, which will result in less JOBS and increase in mechanization.
<ul style="list-style-type: none"> You can not put yet another increased cost on agriculture and expect it not to affect people's ability to stay in business. On top of a pandemic, having to provide PPE, increases in wages EVERY YEAR, increases to our unemployment insurance, and the CAT tax which is basically just a sales tax passed on to us everywhere we buy supplies. Please don't kill agriculture in Oregon.
<ul style="list-style-type: none"> Skip asking industry reps, unions etc. Go out and ask REAL workers how they feel about having hours cut to 40 hours per week.
<ul style="list-style-type: none"> In our seed production division we do not have the ability to pass on extra expenses to the consumer. We do not dictate the prices of our sold crops to the end user. We have a seed processing facility in which we currently pay overtime. In this scenario we are able to raise our custom cleaning prices to

the customer to cover the added expense of overtime. Why put more burden on agriculture business's. Our profit margins have been shrinking drastically over the years and adding mandatory overtime pay will have a negative impact on our bottom line.

- As a commodity based operation, we are price takers, not price makers. We are already paying mandated higher wages, payroll taxes and income taxes.

- Mandatory overtime is detrimental to both workers and growers. Workers will have their hours reduced wherever possible and growers will see increased cost that cannot be passed on to distributors, wholesalers and retailers. The ag overtime exemptions take into account the seasonal nature of agricultural work which varies between times of low activity and lower hours to high activity and longer hours.

- The only way farms can afford to pay overtime is if their other taxes are eliminated, the state pays for compliance to all the continued regulation restraints, and somehow our food and commodity system was fixed. The state of Oregon is continually trying to put the family farmer, the small farmer out of business. As that has happened, investment groups move in and create conglomerate farms, only interested in making money. I would love to be able to afford to pay my guys overtime, but I have to pay for so many other mandatory things that I cannot afford to. The investment groups have crashed markets and made it so that the market price for many commodities is barely over breakeven. This is poor preparation on every part of legislature to even suggest this, because if they actually saw the full picture, they would never suggest this. The entire system is broken. The farm workers wont have jobs if you put the farms out of business. The investment group farms will survive, but the family farmer will not. farmworkers and the small business owners > investment groups

- In order to maintain a work force we already pay \$15 per hour. Would we then need to reduce the hourly rate to absorb the cost of overtime? Would we be able to keep employees if forced to do this to stay in business. Oregon has one of the highest minimum wages in the country. Continually increasing this is slowly eliminating the small family farmer from making a living.

- Our labor costs would increase by over \$200,000 if overtime is mandated.

- This would kill family farms that are already working on tight margins. Also would be hard to find employees that only want to work 8 hour shifts. They rely on the longer hours and are skilled laborers that may be hard to replace their experience level by hiring more employees.

- If we can get additional labor we will change the hours worked, we also look at mechanization. If that fails we will change the crop. Most high labor crops are higher value crops per acre. These crops bring more revenue to the state than lower valued crops. We can not increase the price of our commodities because it is a free market, unlike labor which have unions and minimum wage, which is not free market. What sanctions does Oregon have on countries selling their

goods here, like Chile, Peru, Mexico, and China, that do not abide by our labor and environmental laws? We need a level playing field or we are out of business.

- 1. For those that use H-2A labor and are required to pay the AEWR to our domestic employees as well, these employees are already earning close to \$16.00 per hour during harvest time. 2. Many farmworkers are provided with free housing, which is a benefit worth up to tens of thousands per year. This is often not considered by lawmakers, but absolutely should be. What other industry provides so much free housing to employees? Employees with free housing do not pay rent, utilities (some might pay a small cost of utilities, but it doesn't add up to near what the total cost is), costs of housing maintenance or repair, etc. Employers are also required to provide household items for use in labor camps, such as toilet paper, paper towels, garbage bags, etc. Benefits such as these need to be considered as part of paid wages, just as they would in any other industry.

- If this goes through, it will demolish the small farmers. Top this off with the increased wages, I personally would have to contemplate selling because there would be no way to stay in business at the market pricing and all of the over-regulation costs being burdened upon the farmer.

- Please do not pass. Short term we could absorb the cost, but long term we would work to eliminate the additional expense in anticipation of lower markets and yields the future may bring.

- the majority of field workers appreciate the extra hours during peak times. they are concerned if overtime goes into effect, the employer will hire additional employees and eliminate all extra hours. Field works count on the extra hours for extra income.

- This would hurt the workers the most. I would mandate no more than 40 hours per week and hire more people to make that happen. I asked my folks what they would choosestatus quo or limit hours. They want the former so this would set up an adversarial relationship. No one wants that except the progressives that run Oregon.

- Requiring mandatory overtime will harm agricultural employees and small farms. We are a small vineyard who already struggles to find enough help to get our grapes harvested. If this passes we will not be able to afford overtime and we will lose available workers to bigger operations who can pay. Between wildfires, complicated weather, and the sensitive nature of our fruit, we have to harvest when we have to harvest, and we can't make that fit in a neat 9-5 box. Our employees also want to work extra hours. We have a number of college kids who come work to make extra money. If this passes we will need to move entirely to a contracted H-2A crew who can pick as fast as possible. This is going to harm domestic workers, harm locals who want to get involved in agriculture, and harm small family farms who are already struggling to want to stay in business in Oregon.

<ul style="list-style-type: none">• How can I pay overtime when I don't even get paid minimum wage? How can we compete with other producers inside and outside of the USA when we have to pay such high wages and still get the same prices for our crops?
<ul style="list-style-type: none">• The states that are currently doing this do not have Oregon's weather.
<ul style="list-style-type: none">• They have already cost agriculture an astronomical amount by mandating the minimum wage increases. Much of agriculture is seasonal and you have to make hay when the sun shines, literally. Ag producers cannot simply pass on the increased cost in a market based commodity driven economy. They are giving corporate Ag an advantage and promoting the exacerbation of inflation. Seeking a job is voluntary and producers should have more control over their labor costs. It is already difficult to find an employee that will create a positive return on their labor cost this will make things worse short and long term.
<ul style="list-style-type: none">• Agriculture is a unique business that is dependent on weather conditions. This often means working longer hours during specific time periods. Agriculture is also not able to recoup additional labor costs from their product sales, as they are dependent on market conditions.
<ul style="list-style-type: none">• It is not the solution and will backfire on employees. Employees pay will decrease because we will mechanize and/or run multiple shifts. We will have to do everything within our power to avoid paying OT because we simply cannot absorb it. Oregon's wines are already priced at a premium, above the competition and we can only push that so far. It is an incredibly competitive market out there on the shelf and raising prices is incredibly difficult and almost always reduces volumes. This will backfire on our state's economy and make it even more challenging to stay in business and continue to employ these folks.
<ul style="list-style-type: none">• Stop trying to kill jobs the idea is to create jobs not kill them. Does anyone in legislature still know how to stimulate job growth? Or just kill jobs and the potential to create jobs?
<ul style="list-style-type: none">• Agriculture already runs on very tight margins. Forcing our industry to pay overtime wages will put many out of business. If you want to help this essential industry continue, then please allow us to do so with a sustainable labor system.
<ul style="list-style-type: none">• Farmers that raise field crops CANNOT pass on the added cost of operations. Most ag employers would have to absorb the added cost of overtime. This is due to we are at the mercy of the ad market for selling commodities and yields will vary year to year as well as fluctuating prices.
<ul style="list-style-type: none">• We currently set wages of full-time employees at a rate that takes into account the long hours and importance of their jobs. Agricultural work is skilled work and as a result labor market conditions require us to pay a living wage in order to attract skilled workers. This enables a balance of company needs and employee compensation that is sustainable. If we lose the agricultural overtime exemption this balance will be disrupted. Our company will actively

manage overtime hours and work to keep employees at 40 hours per week. We will cover the gap by hiring more employees. This will result in an employee who traditionally could work one job to support his/her family, would now have to work two jobs with different employers to earn the same amount. Another effect will be that companies will push harder to automate more parts of their operations in order to reduce labor requirements. That will eliminate jobs that are an important part of our community tax base. Agriculture will survive, but this will not be beneficial for agricultural workers.

- We grow cranberries. Typically we work one or two days over eight hours in the season. Our labor cost is presently over the return by \$0.50 per pound. Competition from B.C. Canada limits what we can charge our customers. We are probably going to cease operations this year. Nobody can produce better tasting better berries.

- It would be hard for most farms in Oregon agriculture, especially smaller ones to absorb the cost of paying overtime to employees in addition to other rising costs. Mechanism is costing more and more as well, making it difficult to obtain.

- We are not able to raise our prices every year like the state of Oregon. every time the legislators meet they seem to always come up with some new tax or raise the minimum wage then we have to hire someone to do more paper work and try to understand the new law. Cost the producer more with same income we pricing our product out of the world market.

- Crop prices are not set by our farm. We have no way of passing the cost of mandatory overtime on to our buyers. We would be forced to cut back on employees, their hours worked and change crops we grow to lower value, less labor intensive crops. This added cost would not only cause financial hardships to the farm and their employees but also to the business that the farm buys goods and supplies from. A total ripple down effect. Our communities and the State of Oregon would lose revenue by forcing more mandatory costs on to the farmers. Our farm already pays our employees good wages, well above minimum wage and we pay full health care coverage to our permanent employees. If mandatory overtime is passed we may have to reduce paying health coverage and wages in the future may be effected as well.

- My employees want to work long hours while they are here during the season, and then relax when they return to Mexico for the winter. They do not want overtime, they want the generous bonuses that they earn. I do not have the margin for both. This will result in less employees, increased automation, and fewer jobs & hours worked. All of these feel-good rules that city folks want to implement cost real dollars and real jobs.

- It's very challenging to look at agricultural work the same as other industries. For one, work is often weather-based, so someone might work more hours one week (say, 50 hours) than the next (say, 30 hours) simply because the weather dictates it...they are still averaging 40 hours per week, but I would

need to pay them more the 1st week due to regulatory overtime. As an employer, I wouldn't be able to afford to do that, and I would be forced to cut back my employee's hours...thus potentially creating less job security and more unemployment claims. This doesn't bode well for employers or employees, creating more strain on a system where agricultural labor is already extremely difficult. There are too many variances from season to season and commodity to commodity, to try to fit this rule into how agriculture operates.

- We do not have the ability to pass on the cost !!!!

- How much constriction can we sustain? When will this stop? Prices in the market will not adjust to compensate farmers for this. More and more taxes and fees are continuing to suffocate the producers of fresh produce.

- Oregon ag producers are price takers not price makers, many times we've absorbed all the costs of growing and harvesting a crop, even contracted crops can be subject to price payments changes. Passing this law will simply increase our need to mechanize where we can and improve efficiencies, this will ultimately cost some people their jobs. This also will have a compounding multiple effect of that money that was earned being circulated within our county.

- If this is passed, many labor based agriculture farms will not be able to be profitable. Therefore, many farms will go broke, or need to move if possible from Oregon.

- We are already having a difficult time competing with more conservative states that are getting much cheaper to produce than us. If we were to start paying overtime for the farms, I would imagine the few remaining small operations would get out of crops that are more labor intensive and the rest of us would just buy more equipment to eliminate jobs. We already have plenty of jobs in Oregon that limit hours to 30hrs or less. If employees can't work over 40hrs then why not just run 2 shifts at 30 hrs and screw over the people trying to get ahead that are capable and willing to do more. We don't make products where we just raise prices so the margins to pay for extra costs, we will figure out how to eliminate the labor or quit trying to farm here.

- Continuing to pass legislation that increases farming costs won't stop farming, it will only stop small farmers from farming. If the state wants only a few corporate producers to control all of the commercial food production in Oregon, laws like this are a good way to get there.

- It's going to put a lot of farms, which are hanging by a thread as it is right now, out of business. Where will your food come from?

- Mandatory overtime for Ag employees will require Oregon employers to reduce hours to current employees as there is not enough ROI to endure an overtime pay. This would also not allow agricultural products to be harvested as there is already a labor shortage.

- I would need to hire more employees to get the work done in a timely manner. I would probably look to use H2A labor to increase the size of my workforce since local available labor is in short supply.

- In general, we rarely work our full time employees more than 40 hours/week. During the off season these employees often work less than 40 hours/week due to cold or rain. However, during harvest we have to work some of our employees more than 40 hrs. There is already a significant problem finding year round labor and the wages we pay have increased at least 25% in the last two years. Trying to add more year round staff will mean that some will work less in the winter when conditions are poor. Our pickers come here to work and make money. We often work 7 days a week during harvest. If we have to pay our piece rate pickers 1.5 times the piece rate after 40 hrs that will create a significant increase in our costs in a business that is already strained low margins and high costs. Please don't change a system that is not broken, and one that we have based our business models on.

- This proposed rule is not a sustainable solution for Oregon, for farmworkers, or farmers. In essence jobs will be secondarily outsourced from the state of Oregon. In the long run farmers will continue to invest in mechanization (labor saving technologies), but more rapidly due to the higher labor cost per unit of production. These investments will not be in equipment or technology that is produced in Oregon which will result in a net loss to Oregon. These investments in mechanization will lead to less labor hours needed per unit of production which will decrease employment, employment tax revenue, and the wages that these employees would have been spending in Oregon's economy. W2 wages for farmworkers will see little or no increase Agriculture is overtime exempt for a reason. Lawmakers really need to take a step back and try to understand what is like to produce food and fiber based on what mother nature throws at you day in and day out. My own wife has a small business and her and I live in two different worlds - I start every day by checking the weather and begin shifting the pieces of the farming puzzle to account for the weather. She goes to the 68 degree office, flips on the lights and her work environment is just as anticipated. Overtime will add stress to Oregon's farmers, increase tension between employees and management, not add much additional take home pay to employee's pockets.

- Mandatory overtime would require me to layoff employees and invest in equipment to reduce labor needs

- If we could get a decent price for our products we grow overtime would not be a problem. We cannot compete with the foreign markets coming into the USA. Please do not allow overtime for agriculture. Thank you

- Having the extra expense of overtime would be very detrimental to our farm. We have always paid our hourly harvest employees well above minimum wage so overtime would affect us more than those who pay only minimum wage. Also getting good seasonal help in our area (Curry and Coos Counties) is nearly impossible for one crew for the whole season so we could not hire the extra

people needed to work a second shift. Additionally during the peak season when the crop, in our case berries, are ripe they must be harvested. Because of this, all farming does not allow us to spread out harvest over more days. For these reasons please keep agriculture exempt from overtime. Thank you for your consideration.

- Mandatory overtime would negatively impact the earning potential of seasonal employees. Those employees would see their hours and therefore their potential income during the harvest season decrease. I think it is important to understand that an already stressed agricultural community cannot sustain the increased costs, so the first course of action for the majority of agricultural businesses will not be to pay for overtime. As an example: my employees (ranging in hourly pay rates from \$20-\$32 this time year pruning trees) requested to work on Saturdays because the weather has been good and they can get more work in (and therefore more income per week). The business does not need the employees to work on Saturday. We do so at the employee's request. As an employer, I would be forced to refuse their request to work on Saturday's if mandatory overtime was enacted. The negative impact of this would be felt most greatly by the employees, which seems counterintuitive to the idea of enacting mandatory overtime.

- Are you insane. it cost too much now. were at 290,000 dollars for labor .no guarantee of any money from fruit co.

- Farmers cannot pass on expenses, we take the price we are offered

- If mandatory overtime was passed, this may put us (mid-sized farm) out of business.

- Do not do it.. we will not be able to stay afloat ... family farms are dying ... if people want to work in ag, then keep the way it is .. I farm and don't get overtime that's the industry ... But doing over time with everything else you impose on us is going to kill this state and economy ... less jobs for everyone ... remember it's a trickle effect Please do not do this so I can try to stay in business and have a job for myself !!!! This will kill Oregon 🙏

- Ag employees get many tax free benefits. Free housing, free utilities, free food. Much more value than overtime pay.

- Oregon minimum wage is already higher than other states and it harder to compete so business will go to other states if possible

- It would kill many ag businesses and the contract labor would hate it. They enjoy working more hours but we could not afford overtime so their hours would be limited. They would probably work 8 hours and then go work on another farm for extra hours. They wouldn't get overtime pay but it would make working far more complicated for both worker and business. Labor is our largest expense currently!

<ul style="list-style-type: none"> • While I understand the thought behind this, it would cause great hardship for those providing jobs in agriculture. It is very difficult to pass increased labor cost on to the buyer or consumer and that could cripple agriculture in Oregon. In an industry that is already in decline, why would the Oregon Legislature want to make it more difficult for those already struggling to keep agriculture thriving in Oregon.
<ul style="list-style-type: none"> • NO NEED.
<ul style="list-style-type: none"> • Your ineptitude of economics is mind boggling. Oregon legislature will drive businesses out of Oregon. Those that cannot move will go out of business.
<ul style="list-style-type: none"> • Agriculture is the backbone of America - we feed the people. Adding additional costs on the producer, only increases the cost of finished goods to our fellow Americans.
<ul style="list-style-type: none"> • Overtime rules hurt farmers, and also hurt farmworkers. Workers would receive fewer hours, and would have to hold multiple jobs at different companies to remain in the same place. Likely, there would be less housing available for workers, as farms would not be able to afford increased housing stock. Farmers would have more pressure to sell their operations - to homeowners who do not want to farm, or larger companies, putting great pressure on the land use system. Farmers would not be reinvesting in their operations, or mechanizing to get away from having as many employees. Many farms will no longer be viable, having already been suffering from low to no margins. Ag overtime is not going to help anyone, particularly the workers it is aimed to help. Please remember that good intentions are wonderful, but don't necessarily have good outcomes.
<ul style="list-style-type: none"> • Such an increase would cost workers money. Workers are only allowed to work long hours and/or work weeks at their request, so they can make higher wages. They are not required to do so. If required to pay time and a half, workers would not be allowed to work more that 5 days per week or 8 hours per day. This would result in a significant reduction in gross pay for workers.
<ul style="list-style-type: none"> • Cherries are a very quick to harvest commodity, we work very long and fast hours to get as much s we can. Mandatory overtime will take away the pressure on employees to harvest sufficiently as they won't care how many buckets they have, and we will not be able to harvest enough crop to support the expenses. More payroll and less product.
<ul style="list-style-type: none"> • With ag we are weather dependent which throws us into the situation of sometimes being forced into overtime. Wish our returns would keep up with increasing costs!
<ul style="list-style-type: none"> • With cheap foreign food replacing the berry industry in Oregon with poor quality and taste and now to increase our labor cost is the nail in the coffin for my business. Please don't kill farming families oregon

- Small farms will cease to exist. There is no room to absorb 50 % cost increases during harvest. During off-peak times, the work load lightens and we don't cut hours so that employees get 40 hours a week. That would certainly stop. There will be unemployment.

- We as small agricultural farmers need to be able to survive in tuff times.....we can not have a set price on our product.....returns are dictated by market fluctuations.

- Farms are already struggling to make ends meet. The sale price of our commodities aren't increasing along with the rising minimum wage and inputs costs. We are forced to look at more and more mechanization on our farm in order to continue to operate without major losses. We are hiring fewer and fewer employees each year as it is - this would be a huge hit, statewide, to employment, especially for seasonal workers.

- I would first try to survive by limiting my current employees to 40 hours and trying to find more employees to fill the work needs of the remaining 15-20 hours in a week. This will be hard on my current employee's who will loose hours of work because of the overtime requirement. And because my fear is there is not enough people wanting to fill the gap. We will ultimately have to sell our orchards and leave agriculture. Salem doesn't understand that farmer are price takers not price setters. We have no way to pass the cost of time and a half on to the consumer. And agriculture is trying to hold on by a thread. People need to weak up and understand that farmers in America are almost dead. Young people don't want the hassle of problems and regulations. This new law will be the knife to the heart of all Oregon Farmers. God help the USA when all of our food comes from off shore. Try telling China and the other countries that you won't buy their food unless they are paying time and a half to all their worker working over 40 hours. And they will tell you "How Bad Do You Want To Eat". Government regulations need to stay out of our business. The best thing for Oregon is to close the legislative Session and go home. Every time you go to Salem NOTHING good happen.

- I pay a fair wage. most of my employees are high school and college students. these employees can make more working for me in a summer than they can at other minimum skills jobs. They like it. if i cut their hours, it's tougher for them to go to school. Please keep ag exempt.

- The Legislature would effectively legislate us out of business.

- PLEASE understand the seasonality of agriculture. We work long and hard during some parts of the year, and not so long and hard outside of those busy planting, growing and harvesting times. It would be impossible to organize our tasks to avoid work weeks greater than 40 hours. Also PLEASE understand most of our employees plan on this, are used to this, and are glad to have the opportunity to work long hours during the busy times to get the crops grown and in. They take great pride in their work ethic, and also depend on work weeks greater than 40 hours to support their lifestyle. They aren't looking for

overtime pay, they're looking for secure employment in an industry they understand and love, including the seasonality of the work.

- That we can not absorb the cost increase. Currently it would cost our operation roughly 15000 to 25000 more in wages not counting the extra tax costs. Then if you figure the contract labor we have used for pruning and picking of blueberries it would add an extra 60000 to 80000 extra per year in overtime. Considering we have very low margins and no way to increase our income by raising prices we would be forced to limit employees to 40 hours and or quit growing crops that require labor. A few of our long time employees have always wanted to work over 40 hours to earn more money and we have always let them even during our slower times as long as we have something for them to do. If passed we would have to limit them to 40 hours.

- Our employees prefer to work more than 40 hours a week. If I schedule them for only 40 or less hours then they will go work somewhere else.

- Our weekly hours that are over 40 hours/week are for harvesting perishable crops. The employees are happy to have the ability to work these hours to increase earnings per week. Any change to this law would result in reduced hours for these employees, reducing their earnings.

- We would likely move out of the nursery industry.

- Crops have to be harvested during a very short window. Farmers and producers are not price setters. We have NO CONTROL over what prices are given to us. We walk very thin profit margins to feed the people our our country and world.

- Agriculture is a labor intensive operation that cannot be time managed. We are at the whims of the environment and must do work when it is required, we cannot schedule a time to get it done. Ag OT will cripple the farming industry and drive costs through the roof, all the while commodity pricing is not in our control. We cannot increase the price per pound of fruit simply because we want to, we are price-takers, not price-setters, unlike other industries.

- With all of the new regulations that they have put on Oregon agriculture, this will undoubtedly kill farming in Oregon. Most of us already provide free housing, adding mandatory overtime will make it almost impossible to stay in business.

- Higher minimum wages, additional regulation, increased PTO, mandatory health insurance, COVID, Now overtime? what else is this Democratic controlled legislature going to mandate! If I could move to Idaho all you would see are my tail lights. We and our employees pay about 1.5 Million dollars just in state taxes and fees.

- Our employees want to work as much as possible. They want to work 6 days a week 9 hours a day if we give them that opportunity. If overtime were implemented, I (as their employer) would need to hire more workers so that

<p>they don't work more than 40 hours per week. This would upset our employees, having their hours reduced.</p>
<ul style="list-style-type: none"> • don't do it, our workers are mostly full time, get lots of perks, so overtime, isn't affordable
<ul style="list-style-type: none"> • Now is NOT the time to be hampering our farmers with extra costs.
<ul style="list-style-type: none"> • Oregon's ag employers are on the brink of economic disaster. Increased government taxes, onerous regulations. ie. CAT tax, Oregon OSHA costly regulations and many more factors that will soon put ag producers out of business. As tree fruit farmers, we are at the bottom of the food silo. We have increased expenses and a static price for our products. This action could be the demise of the farming community.
<ul style="list-style-type: none"> • It would put a major kink on Oregon Agriculture
<ul style="list-style-type: none"> • We would need to employ more workers and have rotating shifts so they cannot work more than 5 days or 40 hours...even when we need workers on the weekends or 7 days per week. The workers make a good wage 7 days per week.
<ul style="list-style-type: none"> • We have employees that ask for extra hours on weekends and we let them come in to work extra. With overtime that employee would go from working 50 to 60 hours a week would be held at 40. So though you think you are giving these employees a raise it would be actually be giving them a pay cut. We have great employees and we try to give them extra benefits where we can but the reality is costs are always increasing and crop prices are flat, margins decrease. If this passes we will be really strict on limiting work to 40 hours and will be pushing for employees to get more done in the timeframe. We have employees that look forward to summer and jobs like combing which aren't strenuous but give lots of hours and they can make a lot of money, these employees will miss out on what they call their summer bonus.
<ul style="list-style-type: none"> • Most of our seasonal workers work piece rate, having to pay overtime on top of that will cripple us to point of being forced to sell out or go bankrupt. We give our full time hourly employees the choice to work 40 hour weeks, they always choose to work more, if we had to pay overtime we would be forced to limit them to 40 hours which would cause many of them to seek work elsewhere, further crippling our operation.
<ul style="list-style-type: none"> • I provide free of charge employee housing for the majority of my workers. I also pay for the utilities associated with each unit. If I am required to pay overtime for over 40 hour/week I would need to charge for rent resulting in no change to the employee's take home pay.
<ul style="list-style-type: none"> • Pretty much all employees we have choose to put in as many hours as possible when we are working. If I were to tell them we are only working 40 hours a week I would lose employees to someone larger that is willing to pay for overtime. Or if I had to hire more employees to spread the hours out to get

the work done then it means less work for my current employees and they would have to pick up jobs at other orchards to make up the pay and would still not be getting overtime.

- It will hurt the workers. I will not pay overtime so I will limit them to 40 hrs and have to take longer to get job done. This is a bad idea. No one will benefit! I know I can NOT afford it. We operate on a thin margin as it is!!

- Small farms will be non existent. Our margins are so tight as it is. It will force small farms to sell or no longer farm. Pear & apple returns are significantly lower than average and adding overtime will put many farmers out of business.

- Passing the overtime would, increase the use of programs like H2A that results in taking jobs away from more full time employees in farms. It would result in forcing growers to find ways to cut out hours for employees, it's in reasonable to force overtime in a industry that has perishable items that have to be harvested within a time certain time frame. Farms may be forced to work 40-50 hour weeks because of the needs of harvest not because they want to work a 50 work.

- There is no way I can make that work. It would be detrimental to my employees to have to lay them off. They are happy to work the extra hours at their current pay (which is well above minimum wage) as they take a great amount of pride in their work.

- 1. my crops that feed people is a perishable commodity. 2. we often DO NOT work in adverse weather conditions; how do we make up for lost time if we lose work days? Will overtime pay be based per day or harvest season? Should a grower demand his employees work in hazardous weather conditions and increase his risk for work related injury? 3. with my crops, I AM NOT GUARANTEED a minimum wage like my employees...should the state or feds subsidize me for the crops left in the field because of lack of labor or poor return? 4. Thank you for your consideration.

- We have very little margins after expenses as it is. We can't sustain to keep raising our cost while commodity cost stay the same. Markets are up now, but they have been very low for many many year while cost of inputs rise. No farmers, NO food as well as less JOBS provided.

- It puts us at an unfair disadvantage to other states who grow the same crops but don't have this rule. Also, you will see that businesses will change dramatically and that this rule will not benefit the people that you want it to benefit due to adding mechanization. Additionally, the people who it should benefit will see that instead of being employed by one company they will now have to seek employment at 2 to 3 other companies as the original company that they would be employed at will not be able to pay overtime and therefore will limit their hours to avoid 40 hours. It will add greater costs to companies in that you will need to create systems to avoid a person hitting 40 hours.

<ul style="list-style-type: none"> • If passed, the Oregon farmer will be extinct and resulting in less jobs available which is the opposite of the reason for passing such a Bill. Farmers are giving our youth jobs and teaching them how to work.....most of the time minimum wage is too much to pay for the unskilled workers but in the long run, it's worth the opportunity to teach our youth how to work, be accountable and dedicated to a job.
<ul style="list-style-type: none"> • Our workers are paid fairly.
<ul style="list-style-type: none"> • Would be devastating for our farm not that much margin in what we grow
<ul style="list-style-type: none"> • Ag workers will still work more than 40 hours, they will just have to do the work for two different employers. Our employees will be severely hurt by this. It will make their lives much more complicated.
<ul style="list-style-type: none"> • Not a good plan.
<ul style="list-style-type: none"> • Someone has to pay for it, crop prices are not going to increase because of the wages paid. Farmers have NO way to pass on the increase to the consumer.
<ul style="list-style-type: none"> • Please refer to the comment above. We are barely surviving farming in Oregon. We have no way to survive this added cost. You are forcing us to seriously consider removing our fruit trees. None of our children want to farm, in part because of all the regulation on farmers!
<ul style="list-style-type: none"> • We can't pass the extra cost on our products.
<ul style="list-style-type: none"> • We are an industry influenced by weather. There are times of the year we work long hours to get the crop in. We are also price takers and do not get to pass on added costs. The employee will not gross more money. Will adjust hours and shifts rest of year to compensate differences.
<ul style="list-style-type: none"> • You will bankrupt the farming industry in Oregon.
<ul style="list-style-type: none"> • It would be devastating for our business.
<ul style="list-style-type: none"> • As Ag producers, our overhead is constantly on the rise, income is decreasing, and we cannot pass on the expense to consumers, as do some businesses.
<ul style="list-style-type: none"> • An agricultural devastation.
<ul style="list-style-type: none"> • This is only going to kill more farms in Oregon!!
<ul style="list-style-type: none"> • Can't afford it!
<ul style="list-style-type: none"> • Don't do it.
<ul style="list-style-type: none"> • Overtime in Ag does not make sense. Our employees work short days in the winter and long days in the summer. Everyone makes well above minimum wage, with annual pay increases each year. If we had to pay overtime, the pay

increases would be reduced and employees would be limited to multiple 8 hour shifts. Some seasonal employees would have to be let go.

- As farmers or ranchers we sell what we produce for what the market is willing to pay. We do not set our prices, if wages go up those dollars come out of what we use to keep our business going and feed our families and if we can't make that work, we shift gears to a different crop or sell out and the jobs that where there are gone. If you really want to help the farm workers in Oregon just STOP and let willing workers work for willing employer's.

- That this hurts small farms the most. We hire local people to work on our farm and they receive a competitive wage. If this passes we will be forced to hire additional people with getting less hours and they will most likely leave because they wont get enough hours. This is bad policy for Oregon that already has high cost of operating. Please consider small family farms and how this will impact our lives and the lives of our employees families.

- Agriculture in Oregon is seasonal for the most part with peak demands and then off time. Quality yearlong employees are compensated accordingly otherwise they would not willingly choose this as a career. Seasonal help is just that, work needed during peak needs. Hours can be long but normally is not a strenuous job. Have you ridden in the tractors and equipment recently? We need employees that can drive equipment or do repetitive tasks that a machine can not do currently alone. I say that because with legislation like this the industry will automate more with autonomous tractors and robotic pickers/ harvesters. For the high school/ college help who want the hours it is beneficial for both parties involved . Why punish both groups? Put the power back with the employee and let them make their own future.

- This law would destroy Oregon's base economy, agriculture. Without agriculture there is no need for any other industry

- Enough is enough. The CAT TAX IS BAD ENOUGH, get a grip! You are killing small agricultural businesses

- if you pass an overtime law, wages would go to minimum wage to make up for the overtime. we now pay more than minimum.

- Agriculture can not pass increased costs on to our customer. We are price takers not price makers. We do not set our own prices. When our costs go up we have to take this money from somewhere else in our business.

- I hate agricultural exemptions, but government insists on having cheap food. I can pay great wages but the public has to pay full price for what we grow or we are done. I would far prefer to pay outstanding wages and be paid a fair price than continue to get stupid exemptions and have our prices pushed down.

- Not good for Ag we have no way to pass this added cost on like other business

<ul style="list-style-type: none"> • It would hurt the very people that they are trying to help. These people want more hours so that they can make the maximum amount of money during the busy time. We will reduce their available hours if this passes.
<ul style="list-style-type: none"> • Don't do it!
<ul style="list-style-type: none"> • This is not an economical option for our farm or our community. Please think with your brain and use common sense.
<ul style="list-style-type: none"> • It will cost employees a lot of income, and be forced to get multiple jobs to get same income
<ul style="list-style-type: none"> • This would be absolutely devastating to Oregon ag. Unfortunately for agricultural producers, we are price takers. We have little to no control over the prices we get. We can't just simply pass on extra costs incurred upon us to the next person. We are constantly pushed to try to do more/yield more with less cash flow every year. For a third generation farmer it is getting harder and harder to want to farm in this state
<ul style="list-style-type: none"> • The cost for everything has gone up. Yet are wages have not. We keep paying out more and more every year this is not sustainable. You need to stop raising minimum wage all out does it directly causes the cost of living to increase this doesn't help anyone but the state.
<ul style="list-style-type: none"> • Evidently they don't like or understand anything about agriculture & what it takes for a viable agriculture. It seems that all they do is make it harder to survive & live in Oregon. The democrats from Portland & Eugene always think they know what's best for us but they don't have the common sense that god gave a rock. Ask them are they paying their staff overtime.
<ul style="list-style-type: none"> • This is a huge issue for industries whose crop comes on at one or more specific times and they must get their crop to market before it spoils.
<ul style="list-style-type: none"> • As an employer I have already had to keep seasonal employees as full time staff just to make sure I have trained crew on hand for the busy season. This has come at extra cost already cause I am creating work at an extra cost just to retain good help. Making over time mandatory would mean cutting employees. My employees understand that working on a farm full time means longer hours at harvest and more laid back time in the off season. I am paying very competitive wages already to maintain a trained labor force that comes at a very high cost for the commodities that I am raising.
<ul style="list-style-type: none"> • My business has been paid the same rate for the last 10 years. The cost of wages I pay to employees has doubled over that same time. Oregon already has one of the highest minimum wages in the country and this would devastate already struggling businesses.
<ul style="list-style-type: none"> • limiting seasonal help to 40 hours/week would not allow us to harvest our crops before they became over ripe or rotten, and employees are hard enough

to find to fill one shift let alone 2 shifts. Employees can earn more money working longer hours rather than be limited to 40 hours.

- Employees can work only 40 hours per week for us if that's all they want to work. Anyone that wants to work more than 40 hrs can. We do not enforce mandatory attendance. We work only 6 days per week and take Sundays off. Typical day is 8 hrs per day for piece rate harvesters.

- The people who are really hurt are the employees themselves. Employers are incentivized to hire more people to not pay a premium for the same our of work that happens to be over 40. What happens is folks go out and get a second job so instead of working 10-12 hours per day they look for a second job and work two eight hour shifts. So instead of an employee getting to work at one place for 10-12 hours and getting a check. They will work from 8 hours in one place and then move to another job where they will work another 4-8 hours. In reality what happens is they either have an altered work life balance or they take a hair cut and get limited at 8 hours. From the farmers prospective they are incentivized to only have people work 8 hours and then start looking for other crews. What I see happening is more people will move to labor contractors so they can jump jobs and get the hours that they need to support their families. This is a sad situation if it gets pushed thru for the employees much more than the employers.

- It is hard enough making ends meet in these kind of times. It would be a hardship if this passes.

- Oregon is known for its diverse agricultural crops. To impose overtime pay to our seasonal workers would only reduce their earning abilities

- You hurt employees because we can't be competitive with other nations, have to let them go.

- Our family farm will struggle to survive if bills (HB 2358 and SB 616) pass. Many families dependent upon our farm will suffer. As will our local and regional economies dependent upon the products we grow.

- I fully support the idea of overtime pay for all. That is why most of our employees are salaried full time and year round. however due to the inherently seasonal nature of agriculture in our climate, computing overtime on a weekly basis does not make sense. Instead, a longer timeframe needs to be considered without allowing employers to simply lay off workers in the slow season. Peoples expenses are not seasonal so a system that provides a living wage to farm workers year round would be ideal.

- A regular business can absorb such an increase in expense just by changing what they charge for their goods/services. Agriculture is strictly limited by the markets. It doesn't matter what it costs to produce our crops our profit margin is determined by what we can sell it for. We cannot charge more just because our expenses went up.

<ul style="list-style-type: none">• don't do it. It's very complicated based on the fact that during harvest, the crews could spend several days at on farm, then after working 40 hrs, could work at another farm where they would need to be paid overtime, costing that farmer a lot extra.
<ul style="list-style-type: none">• For the average farmer it would put us out of Business
<ul style="list-style-type: none">• This would hurt not only the farmers but also more so the farm workers by forcing them to work shorter shifts or work for multiple farms.
<ul style="list-style-type: none">• This will destroy the diversity in agriculture around the state
<ul style="list-style-type: none">• Most farming operations in Oregon sell to Companies that set the price of a majority of the products we produce. We are price takers not setters. We can not pass our cost on to the next level. The past 3-5 years, obtaining sufficient seasonal labor has been extremely difficult. It is not possible to rework schedules like large corporations do. There are not enough people to fill positions during peak harvest months. We work long hours because we can't get enough help during the two mo harvest season to timely compete all the work needed. I calculated the proposed OT labor cost increase on the past year's operation. It came to more \$130,000 which is more than half our net 1040F income. We can not survive this anti family farm proposal. Our products compete in a world market that already has lower production costs than we have in Oregon. This bill will kill all the labor intensive crops we grow in this state. Wine grapes, berries, nursery, nuts and all other labor intensive crops will be negatively impacted and workers will lose income as well.
<ul style="list-style-type: none">• If overtime pay is mandated along with the mandated increase in minimum wage to \$15/hr, it will drastically reduce our ability to stay profitable causing us to shrink and lay-off many more employees.
<ul style="list-style-type: none">• Agriculture products mostly end up in the super market. Higher prices need to go to farm products to pay for higher labor. For the most part we operate our cherries with puckers during the season and handle everything else ourselves to not pay for labor. Yes we are overworked, but our farm is alive and a way I'd life that we love
<ul style="list-style-type: none">• Farming will always be difficult as most of the success is reliant on things that are completely out of the control of the farmer. We need less regulations. not more to ensure that we can continue to produce high quality crops that feed the world and this nation.
<ul style="list-style-type: none">• Once again agriculture does not set the price for what we receive for what we grow! We CANNOT absorb the price of mandatory overtime by raising our prices like most businesses can. The state of Oregon is slowly putting us out of business by implementing things like the CAT tax and now potentially overtime when we cannot recoup the costs on the other end.
<ul style="list-style-type: none">• This is a great way to put family farms out of business in Oregon.

<ul style="list-style-type: none">• It would be extremely difficult to implement with piece work. Every employee would have to be calculated separately. The extra work would be another added cost in an industry where the farmer does not set his selling price.
<ul style="list-style-type: none">• You are making us not competitive in the market place and will eventually phase us out of business after 5 generations.
<ul style="list-style-type: none">• We have worked diligently to try to become a low labor farm, mechanizing where we can and trying our best to increase labor efficiencies on our farm. Even with all of that we still continue to work more than 40 hours per week due to the opportunities that we are faced with when considering the crops that we grow and our seasonal climate here in Oregon. Even on our farm, adding overtime pay would increase our total labor costs over 15%. And yet we will be stuck still using these hours because we can't harvest grass seed in December, we can't quit just because it's 5 o'clock when the weather is right. And on the other side of that token, we also are price takers so we are unable to ask for price increases for our products due to overtime costs alone. We have seen this with the increasing in minimum wage while the price for our products continues to fluctuate due to market and worldwide factors not taking into account labor costs.
<ul style="list-style-type: none">• You cannot just adding to our expenses when we cannot adjust our prices.
<ul style="list-style-type: none">• We can't afford to keep paying more while we take in less than ever.
<ul style="list-style-type: none">• It would put our operations in a severe disadvantage compared to other states producing the same products. Labor is already in short supply and we pay our employees well above minimum wage. If ot is mandatory it would mean cutting out some raises and potentially only hiring seasonal employees at minimum wage.
<ul style="list-style-type: none">• We pay our employees above and beyond minimum wage and we offer them the ability to work as many hours as they want. If overtime is passed, we would cut wages and hours. We would also have to lay off employees.
<ul style="list-style-type: none">• We hire Several teenagers and young adults to give them an opportunity to make more money because they can get more hours in on the farm. Most businesses won't give them the hours they want to work because of the regulations you have imposed upon them. You are creating a culture of people that are told not to work and succeed. If this bill passes we will look hard at all employees and decide which ones we must have over 40 hours and the rest will be cut to 40 hour weeks. Don't discourage our youth and young adults from living their dream.
<ul style="list-style-type: none">• We are seasonal employers. Our year round employee works more in the summer and less in the winter, so it evens out over the year. Overtime would drastically affect our business model. In the summer we would reduce peoples hours so they didn't work over 40 hours so that our costs of production don't go any higher than they already are. That would mean we would have to either

hire more people which is hard to do or cut some parts of our business, which is not what should have to happen due to government interference.

- I pay an hourly wage that way it evens out for the days when they work long and short hours, they get paid for their efforts. I pay for two days off per month also according to the average hours per day worked. This is in addition to their normal days off. In summer haying and sometimes working livestock we have long days. We also have 6 day work weeks. You can't fit these activities into 9-5 days and consistent work weeks. It's not like a 9-5 business or one where you have different shifts. We also have some days where employees only work 6 hours.

Contact: samantha@oregonfb.org