

I am Launa Frahm, one of the owners of Frahm Farm, Inc. near Ontario, OR. This farm has existed since 1930, belonging to the Frahm Family. We are a medium sized farm employing between 4-15 people depending on the season. Times have been difficult with low commodity prices, already high minimum wages, and the uncertainty of Covid-19. We have an onion packing shed and we pay overtime in it because the hours are more consistent and stable. However, our farm has a different environment we cant control all the elements. We take pride in the crops we grow and feel like we are making a great contribution to our fellow Americans' lives in growing quality vegetables and grains and legumes. Our employees are treated with respect and often they are paid equal to or more than what we earn ourselves. The Frahm family is not here to ravage the land and swindle our employees. We are here to have a good quality of life for us and our employees.

Over time wages do not work with farming. We have slow times, and we still employ the workers, and then during harvest and planting more hours must be worked to ensure a good harvest. Our employees look forward to this time actually, because the hours increase and it is their bonus. Often we must instruct our employees to go home and be with their families. They don't use state welfare and they want to work. If we don't give them more than 40 hours, they will be looking for a different job. If overtime is enforced, our only choice is to automate as soon as possible

What happens if many farms can't afford overtime in Oregon? They will change the crops they grow, and the Oregon grown produce will be substituted with foreign produce.

This will make us more dependent upon foreign countries and we will have a large force of unemployed people that did not choose this.

We are paying our employees above minimum wage at this time because we know they are earning it , however to pay overtime on a farm does not work and will cripple the industry. Please interview actual farm workers!! They would definitely not chose overtime if they know they are going to lose their jobs within a year. They can find a different occupation if they want overtime. Our employees like the farm lifestyle. Don't take it away from them, by forcing something that will hurt them!