



Farmworker Overtime

March 8, 2021

Chair Holvey, Vice-Chairs Bonham and Grayber, and Members of the House Business and Labor Committee,

My name is Ana Molina, and I am the Statewide Environmental Justice Projects Manager at Beyond Toxics a statewide environmental justice organization advancing policies that ensure meaningful participation and cultivating grassroots leadership from Oregon's frontline and impacted communities. I am writing in support of HB 2358, farmworker overtime.

By passing HB 2358 Oregon would join five other states (California, Washington, New York, Minnesota, Hawaii) with some sort of overtime pay for agricultural workers. Beyond Toxics envisions a state that upholds bold and intersectional policies and advances racial, economic, climate, and environmental justice to improve public health and community well-being. HB 2358 guarantees overtime pay to agricultural workers after 40 hours in a workweek at one and one-half times the employee's regular rate of pay. This includes farmworkers who are paid by piece-rate (how many crops they produce) or hourly.

In a year filled with pandemic, catastrophic fires, and hazardous air quality levels, farmworkers continued to work and ensure we have food available during uncertain times. Farmworkers are frontline workers who continue to show up despite facing a respiratory pandemic, wildfires, and more recently, a winter storm. Agricultural workers deserve to be paid fairly for their labor. Their work is place-based and time-bound (due to crop harvest windows), which puts them at higher risk of adverse health effects from prolonged exposure to extreme heat and wildfire smoke. Wildfires happen most often during peak harvesting season when workers can earn the

most money and may be forced to choose between their health and putting food on their families' table.¹

It is time that we demonstrate our commitment to economic security for all of our workers by extending overtime pay to farmworkers through HB 2358. This bill will create economic stability to a class of workers who have been excluded from basic labor standards such as minimum wage, collective bargaining rights, and overtime pay.

We urge you to vote yes on HB 2358 to ensure farmworkers in Oregon are adequately paid for their labor.

Sincerely,
Ana Molina
Statewide Environmental Justice Projects Manager
Beyond Toxics

¹ OHA, Climate and Health in Oregon 2020 Report, 21.
<https://www.oregon.gov/oha/PH/HEALTHYENVIRONMENTS/CLIMATECHANGE/Documents/2020/Climate%20and%20Health%20in%20Oregon%202020%20-%20Full%20Report.pdf>