

Submitter: Kevin Loe

On Behalf Of:

Committee: House Committee On Business and Labor

Measure: HB4002

I grow/raise seed and livestock in Marion County and employ 30 employees, many of whom work year-round on my operation. I want to share with you my concerns about the impact of an ag overtime mandate on my operation and employees.

Livestock operations have unique needs. Cows, sheep and other livestock rely on 24-hour supervision and response and require a flexible workforce year-round.

Implementing overtime at 40 hours will be difficult if not impossible for livestock producers. How will I care for my animals if an emergency comes up or on the open range? The market doesn't give me the ability to demand a higher price for beef or milk simply because Oregon increases labor costs.

Costs for feed, fuel and supplies are skyrocketing. Labor costs come straight from the bottom line at a time when many farms and ranches are struggling to stay afloat. An inflexible 40-hour overtime mandate simply won't work for our industry.

Many employees, particularly those who work with cattle or sheep on the range, choose to work in solitude in remote areas where on-duty time and off-duty time is harder to calculate. Federal law already exempts those principally involved in "range work," because it's such a poor fit for traditional wage and hour requirements. It doesn't make sense to craft a one-size-fits-all policy that will immediately shutter sectors of Oregon agriculture.

At a 40-hour overtime threshold, workers risk losing shifts, total hours and take-home pay. In addition, the new labor costs might cause trade-offs for current benefits like insurance and housing. With increasing labor costs, many producers simply may not be able to continue providing these additional benefits to their workers. Agricultural overtime could have dire consequences for the families who depend on ranches and dairies for their income.

Please oppose a 40-hour overtime mandate for Oregon agriculture. It won't work for livestock producers. Our needs aren't seasonal, and imposing new costs at this difficult time will sacrifice our local, family-owned dairies, livestock operations, and range operations.

Many of our crops we produce are very time sensitive crops that we can lose our entire crop of some of the seeds in less than a 24 hour period. This could change our entire business to the point it would no longer pay to produce many of the crops and livestock we produce.

We are in a time period of labor shortages and product shortages that could end the production cycle to the consumers that could destroy Oregon agriculture especially

with all the added regulations we have been encountering with added taxes.
We are teetering on the edge of a cliff that your policies could push us off the edge causing permanent loss.
Now is not the time to even look at a policy like this or anything else that would add any more burden on agriculture.