

FAIRSHOT FOR ALL

February 8, 2022

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



The Fair Shot For All Coalition strongly supports HB 4002 for farmworker overtime. Farmworkers should receive overtime pay after 40 hours in a workweek at one and one-half times the employee's regular rate of pay like other workers.

Oregon farmworkers ensure our families are healthy and well-fed in every corner of the state. Their hard work supports our entire economy. They deserve to be paid for every hour of their essential, difficult, and often dangerous work.

The 1938 Federal Labor Standards Act (FLSA) failed to guarantee overtime pay for farmworkers despite working in one of the most dangerous job industries. The exclusion of farmworkers from the Fair Labor Standards Act of 1938 is part of a shameful legacy of institutional racism that initially targeted the 85% of southern African Americans who were farmworkers in the 1930s.

Today, most farmworkers are Latinos and Indigenous. Excluding farm workers from overtime was wrong in 1938 and it's still wrong today. Farmworkers deserve a living wage to pay for their living expenses but farmworkers are some of the lowest paid workers in Oregon with a median income of \$28,000 a year. Oregon has the opportunity to end this racist exclusion and extend overtime pay for our essential farmworkers.

We can't afford not to pay farmworkers in Oregon overtime. Washington and California already have farmworker overtime laws on the books. If we don't pay our skilled farmworkers what they deserve, they will take their abilities to where they are better compensated, leaving Oregon farms behind.

We urge you to pass HB 4002 to ensure farmworkers in Oregon are paid fairly for their skilled and essential labor.

Signed,



Fair Shot for All is an economic justice coalition of grassroots organizations and labor unions working together to build power with our communities, to create opportunities for all working families to thrive, and to dismantle historic and systemic economic inequities for Oregonians who identify as Black, Indigenous, and/or people of color (BIPOC); women; immigrants; and/or LGBTQ+. Fair Shot's work centers racial and gender equity that seeks to address inequalities through organizing and concrete policy change. Visit FairShotOregon.org for more information.