

Submitter: Michael Moore  
On Behalf Of: Double M Becker Ranch  
Committee: House Committee On Business and Labor  
Measure: HB4002

To Representative Paul Holvey, Committee Chair:

Our ranch employees work more in the summer and less in the winter. Adding compensation for overtime in the summer does not account for reduced work in the winter. And we continue to pay full wages year-round regardless of hours worked over or under a standard 40-hour week. Not having to pay overtime in the summer allows our ranch to maintain full employment and to provide housing, utilities, equipment, and more for the employees that work there. Increasing our cost through an overtime increase would reduce our cash reserves used for the winter and thus our ability to maintain the employees we have on staff. It would also increase our costs significantly in the summer if an additional overhead burdened-rate (one and a half times the current hourly rate) is used. With rising hay costs and reduced cattle prices our ranching value is already significantly reduced. Without our continued investment in our ranch and its employees there are many families that would be heavily impacted or displaced. As such, we request that HB 4002 be amended to exclude employees that work on ranches like ours.

Sincerely,

Michael Moore  
President  
Double M Becker Ranch