

HB 4002

I am Bruce Chapin and live at 9965 Wheatland Rd. N Salem, OR 97303. I am writing in opposition to HB 4002.

I am a third-generation farmer, and we raise hazelnuts and cherries. The cherries are picked by hand. It takes about 75 skilled workers three weeks to harvest our cherry crop.

It is highly unfair to require me to pay overtime when it is entirely at the discretion of each individual picker as to how many hours they work per day or per week.

The field is open for picking at daybreak and all pickers have to be out of the field no later than 5:00pm. Between these times the pickers have freedom to come and go as they wish, picking as few or many hours as they desire.

We pay our pickers a guaranteed minimum hourly wage plus a production incentive. We have a minimum hourly production standard. The price per bucket is set so that production standard meets the minimum wage. The production incentive is based on the number of buckets picked above the production standard. Many of the crew pick more than double the minimum wage standard.

Each day, when the pickers are done picking for the day, they are each required to turn in their punch card which records the number of buckets picked. On this punch card also, they fill out the time they start work, time off for lunch and time they stop work.

The pickers are very independent. To illustrate how independent they are, let me point out that in a normal year we register 150 pickers in advance, 100 pickers will actually pick sometime during the season, and we will seldom have more than 80 pickers in the field at any one time.

This freedom our employees enjoy to come and go as they wish is traditional for hand harvested crops that are paid on a piece rate.

Thank you,

Bruce R Chapin