

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

Thank you for taking the time to read my testimony along with the many others that have been submitted. I hope that you take all concerns into your decisions.

I work for Boshart Trucking; a family-owned business, started in 1983 by my father, Stan Boshart. Starting at a young age, I have been involved in all aspects of our harvest of baling straw in the summer, along with countless other projects during off season months on the farm. I have seen my parents put in uncountable hours to make this business successful and have learned so many lessons from growing up on the farm. While all my friends were going to parties and vacations during the summer, I was working long hours in the fields. Although I felt like I was missing out sometimes, I appreciated the long hours, where I learned independence, I learned what a hard day's work looks like, and was given more and more responsibilities each harvest. By the time I was 19, I was managing my own stackwagon (stacks bales of straw) in an area by myself that was 45 minutes away from the rest of the baling crews. My average workday during summer was over 14 hours, 6 days a week. I never complained that overtime was not added to my paycheck, because I understand why farms get the exception from overtime.

With all the other regulations that farms are required to follow, upgrading equipment that is incredibly expensive, and additional costs that come up, regardless of how much you can plan for the future; farms will be affected. I have continued in the company and have now been promoted to Head of Finance. I see firsthand how much costs have gone up. One example of this is the twine needed for keeping the straw together when baled. For harvest season 2021, I paid for 1,680 rolls of twine at \$33.40 per roll, to come out to \$56,112.00. For this upcoming 2022 season, the twine has increased to \$45.76 per roll. For the same amount of rolls, I will be paying \$76,876.80, an additional cost of \$20,764.80 for just one small aspect of harvest. This doesn't include the increase of hydraulic oil, parts needed as equipment break, grease, and fuel to name a few.

At Boshart Trucking we make a point to hire teenage and college students, and many times our company provides their very first paycheck, just like I started working. These employees learn very valuable lessons on how to be a good employee and how to interact with their employee that they take to their future jobs. Our regular employees already get overtime during the summer, even though it is not required for us to do so.

I looked at just one week of hours for our seasonal crew last year, from July 19, 2021-July 24, 2021 – 6 full days of harvest as we do not work on Sundays. For the employees that would receive overtime if this bill passed, that is an average increase of 17.7% in gross wages. We may be able to absorb some of that cost, but most likely we will have to extend our season, which risks rain damaging our product, and sending people home once they reach 40 hours per week.

In the end, our employees will be getting less money. In the first example, I took all the hours each employee works after 40 hours and multiplied it by half their wage, to see the additional cost for the employer if we did not limit hours. If this bill is passed, and we do have seasonal workers stop working at 40 hours, the 13 employees I analyzed would have an average decrease of 35.40% in their gross wages, just in the one week I looked at.

I urge you to consider all these factors as you make this decision, I support voting no on HB 4002.