

Submitter: Alicia Hudson

On Behalf Of:

Committee: House Committee On Business and Labor

Measure: HB4002

I raise cattle in Washington County and I oppose HB 4002. I have worked on a variety of farms raising cows, sheep, goats, horses, and chickens. I have also worked on dairy operations. I want to share with you my concerns about the impact of an ag overtime mandate on my operation and on the operations I have worked on.

Additionally, I have worked with hundreds of farms all over the country and labor is always a topic of conversation.

Livestock operations have unique needs. Livestock rely on 24-hour supervision and response and require a flexible workforce year-round. When milking goats, they require milking in the early morning and late afternoon. Plus occasional checks during the day/night. When I am working on a farm where lambs, calves, foals, or goat kids are born the animals often require checks around the clock every 2 hours during a condensed frame of time over days or weeks. Implementing HB 4002, an overtime mandate 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 all my animals need attended over a 2 week period when calving?

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. Over 2021 alone, my costs have risen more than 20% for items not including labor. 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 will have dire consequences for the families who depend on ranches and dairies for their income, including mine.

HB 4002 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. It will also effect the benefits we offer to our employees.