



February 24, 2022

Co-Chairs Taylor & Holvey  
Joint Committee on Farm Worker Overtime  
Oregon Legislature  
***Submitted Electronically***

Co-Chairs Taylor and Holvey:

Thank you for your work on HB 4002, overtime pay for agricultural workers. We write to you today representing family-owned Oregon farms with hundreds of employees, a proudly unionized workforce, with a steadfast commitment to Oregon's people, economy and environment.

We support the HB 4002 and the -XXX amendment because it includes an extension to the original 3-year phase-in to a 5-year phase-in and modifies the tax credit concept making it a refundable tax credit to better mitigate what will likely be a significant cost increases for ag employers.

Moreover, we support ag employee unions and organizations that are seeking equality in the workplace. Our businesses are proud of the partnership we have developed with UFW, creating jobs that offer health care, retirement, and paid time off. This partnership has helped cultivate a strong workforce with consistent employment opportunities.

It is understood that the Bureau of Labor and Industries (BOLI) intends to, for the first time, require ag employers to pay overtime – likely at a 40-hour workweek. This would be a significant policy shift for most if not all agri-businesses. Rather than leave such a big policy decision to an administrative agency that lacks the same tools as the legislature to mitigate the economic impact, we believe the legislature is in a better position to set ag overtime policy. For that reason, we strongly support the legislature passing a bill that provides both a phase-in and compensation to transition ag employers.

With that said, we do want to acknowledge that creating and lowering the threshold for overtime will impact both ag employees and employers. We remain committed to working with UFW members and non-members to ensure a smooth transition. In the end, finding a path forward designed to balance the various needs in agriculture is important for Oregon employers and employees.

Thanks for your work on this important policy.

Respectfully,

*Julian Garcia*, Beef Northwest

*Bill Antilla*, Threemile Canyon Farms