

Testimony Opposing HB 2548

Submitted by: Genavieve Pavlicek

Date: March 10, 2025

Dear members of the Committee,

My name is Genavieve Pavlicek and I'm a proud fifth generation Oregon farmer from Mount Angel. I was raised on my family's farm, 4B Farms which was established in 1972 by my grandpa Jim Butsch. Our farm spans 2,500 acres where we cultivate a diverse range of crops including wheat, specialty seeds, hops, garlic, hazelnuts, and a variety of vegetables for processing.

Growing up on the farm, I learned firsthand the dedication, hard work, and responsibility that comes with running a successful agricultural operation. From a young age, I contributed to the farm alongside my family, developing a deep appreciation for the industry and the resilience of those who keep it alive. Today, I am pursuing a degree in Agricultural and Food Business Management and will soon continue my education by obtaining a Master of Business Administration with a concentration in Human Resource Management at Oregon State University. My goal is to return home and take over my family's farm to continue its success for future generations.

I'm writing in strong opposition to HB 2548. This bill threatens the future of family farms like mine by stripping away our ability to make necessary employment decisions and placing control in the hands of unelected officials who lack direct experience in agriculture. The proposed Workforce Standards Board would impose costly regulations, increase labor expenses, and create additional legal risks for farms already struggling to adapt to previous labor mandates such as ag overtime. The loss of at-will employment in agriculture would make it even more difficult for farms to operate efficiently. This further jeopardizes the viability of family-run operations.

Agriculture is not a one size fits all industry. Unlike other sectors, farming is dictated by seasons, weather, and unpredictable market conditions. The ability to make real time decisions about labor and operations is critical to the survival of family farms. By removing that flexibility, HB 2548 would push many small and mid sized farms out of business. This would accelerate the consolidation of farmland into large corporations, something I don't want to see happen in Oregon.

As a future farm owner and HR professional, I recognize the importance of fair wages, safe working conditions, and reasonable employment standards. However, HB 2548 does not achieve those goals. Instead, it undermines family farms by increasing regulatory burdens that will

ultimately drive up food costs, reduce job opportunities, and make it nearly impossible for farms like mine to remain competitive.

I urge you to oppose HB 2548 and stand with the family farmers who work tirelessly to feed our communities. Our voice matters, and we need policies that support, not dismantle local agriculture.

Thank you for your consideration.

Sincerely,
Genavieve Pavlicek