

To Whom it May Concern,

I oppose HB2548

We have a family farm in the Junction City, OR area, in business for 40 years. We have 8 full time employees. These employees have paid vacation, health benefits, and receive an above average pay rate, including overtime above 40 hours/week, compared to Oregonians as a whole. Our employees all have been with us for some years, the longest since 1986.

We are opposed to this bill in the strongest terms possible, for the following reasons:

- 1) We are farmers, not lawyers. The compliance rules appear to be so onerous, that we will be at risk of litigation from the state, or employees, for any reason possible, even if we try our best to comply.
- 2) The state of Oregon already regulates employee safety, pay rate, sick pay and other items which will be duplicated by this law.
- 3) The law appears to effectively impose a union contract on all farms, managed by the state.
- 4) As the Governor will be in charge of picking individuals for the board, I see little chance that agricultural business will have meaningful representation with this board.
- 5) This law will cause the loss of so many agricultural jobs, and ag businesses. If passed, it will be the utmost goal of all farms and ranches to eliminate as many jobs as possible, or possibly decide to go out of business or move to another state.
- 6) The training and State's expense to manage this program will cost a lot. I am certain that ag employers will be billed an ever-increasing fee to cover these costs.
- 7) We are unable to pass the cost of compliance onto our customers. Agriculture, like many individuals and businesses at this time are not thriving financially. We must deal with inflation as others do. Adding this compliance and regulatory cost onto our industry must be paid out of our annual profits, if in fact they exist at all.
- 8) This solves nothing new. Workers are already protected by Oregon law. This added burden appears to be a new way for trial lawyers to make a nice living from the backs of Ag employers.
- 9) Why select only one industry (agriculture) to be so regulated? Why not all Oregon businesses?

We ask you to not pass this bill. If done, I predict Oregon agriculture will be ruined beyond repair.

Brian Parker

President

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