



# HANS NELSON & SONS NURSERY

March 11, 2025

To: Rep. Dacia Grayber, Rep. Lucetta Elmer, Rep. Lesly Muñoz, Rep. Shelly Boshart-Davis, Rep. Lisa Fragala, Rep. Travis Nelson, Rep. Anna Scharf, Rep. Jeff Helfrich, Sen. Daniel Bonham  
From: Laura Shelton at Hans Nelson & Sons Nursery, Inc.  
RE: HB 2548

Dear HB 2548 Committee:

I am part of the third generation and actively running our nursery out in Boring. We're a small but mighty outfit and feel lucky to have the great folks we have working with us. I am deeply concerned about the proposed HB 2548. Our employees are our biggest asset – over half have dedicated decades to our farm, contributing not just their labor but their loyalty and passion for the work we do.

However, we find ourselves at a crossroads. Most of our product is shipped out of the area to places with considerably lower labor costs, making it tricky to continue to compete. HB 2548 imposes additional regulations and wage increases that threaten our ability to sustain our operations. The elimination of at-will employment is especially concerning. It restricts our capability to make staffing decisions that ensure a productive and cohesive team, placing us at risk of costly lawsuits for any dismissal-litigation that could cripple our small operation. Just one lawsuit could divert precious resources and hours away from what truly matters: providing jobs and supporting our dedicated workers who rely on us to feed, shelter and clothe their families.

Our team consists of invaluable individuals who deserve a supportive and fair workplace. Yet, the constraints of HB 2548 could compel us to retain underperforming employees, which, paradoxically, could undermine job security. This legislation does not foster a better work environment; instead, it risks driving away our dedicated talent to other places that operate under fairer conditions.

Furthermore, the financial pressures from this bill would only exacerbate the challenges we currently face. After recent overtime changes for agriculture, we have already been forced to reduce hours for our employees. Adding more costs and restrictions will jeopardize our ability to adapt our work force to the unpredictable nature of farming, which is often influenced by weather and market conditions beyond our control. This could lead to unmanageable financial strain, not only for us but also for the families of our employees who are relying on us to provide them with steady work.

For these reasons above, I urge you to reject HB 2548. It is imperative that we protect our small businesses and the people who dedicate their lives to supporting them. Please stand with us in voting against this legislation, ensuring that we can continue to thrive and contribute to our community and economy.

Thank you for your time,

Laura Nelson Shelton