



# Associated Oregon Loggers, Inc.

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Good afternoon Chair Grayber, Vice-Chairs Munoz and Scharf and members of the committee,

My name is Kevin Campbell, and I am here on behalf of Associated Oregon Loggers. We represent nearly 900 forest contractors who keep Oregon's forests thriving. Our members are small, family-owned businesses. They support about 23,000 working families across Oregon's urban and rural communities.

Our members want workers and contractors to be paid in full and on time. Bad actors hurt everyone.

HB 4089 takes a very big step by adding wage theft into the theft of services statute. It also sets felony penalties on what may otherwise have been a simple accounting error. Forestry work and its pay systems can be complex. Work is remote. Crews move fast. Pay may be tied to production, travel, and job changes caused by weather or access. Honest mistakes can happen, even when a business tries hard to follow the rules. Most of our members are small 1-5 employee businesses where the operator and their family do all the work, wearing multiple hats at any one time. A logger's wife shouldn't have to go to jail for an honest mistake.

Additionally, we are concerned that the bill broadens who can be treated as an "employer" for this crime. It defines "employer" to include a person who enters into a contract with an independent contractor for work. For forest operations, this is a big change because subcontracting is common in forestry work.

Sometimes a logging company will subcontract other service work such as hand piling or slash burning operations to forest labor contractors. The bill also creates a new Class C felony for using an unlicensed labor contractor when a business "should have known." This new felony risk may have a chilling effect and could reduce the number of available crews slowing down reforestation, restoration, and wildfire mitigation work.

We ask that you oppose HB 4089. It goes too far and adds undue risk to small family forest contractors throughout the state.

Thank you for your time and your work.

*For more information please contact:*

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