



February 27, 2017

Dear Chair Taylor & members of the Senate Workforce Committee,

The Oregon State Chamber of Commerce represents 84 local Chambers of Commerce and 24,000 local businesses in every corner of Oregon. OSCC opposes SB 828.

SB 828 will be terribly harmful to the retailers, hospitality businesses and restaurants that are some of the staple employers in our local communities. SB 828 would require these particular employers to provide employees with work schedules at least two weeks in advance, compensate workers if changes are made, and offer penalty wages if workers are called in at other than scheduled times or have their hours reduced due to reasons that are beyond an employer's control.

Coupled with recent increases in minimum wage and a new paid sick leave mandate, it is unrealistic to believe that a 'predictive scheduling' mandate can be layered on top without significant loss of small business and employment in our local communities.

OSCC's comments today deal specifically with Section 3 of SB 828 which apply to all employers. Section 3 dictates that an employer is required to pay an employee for a minimum of four hours or the number of hours in the employee's scheduled work shift, whichever is less, at the employee's regular rate of pay, on any day that the employee: (a) Is scheduled or called to work and reports for duty but, due to the employer, does not work the employee's scheduled shift in its entirety; or (b) Is notified less than 24 hours before a shift that the employee does not need to report to work or that the hours in the shift have been reduced.

This is patently unfair and will kill small businesses and local job opportunities.

Businesses should be able to adjust to changes in supply and demand without penalizing employers for these fluctuations. Demand is not always predictable, and for some businesses, it rarely is. Examples include:

- Customers change or cancel orders at the last minute.
- Supply deliveries required to do a job are stalled.
- A power outage or equipment failure precludes the ability to work.

There is not a single employer who would wish for any of these things, and none are within an employer's control. Yet SB 828's scheduling mandate would create unfair penalties. OSCC does not conceive how many small businesses would survive this mandate.

Please oppose SB 828.

Sincerely,

A handwritten signature in black ink that reads "Alison Hart". The signature is written in a cursive, flowing style.

Alison Hart
Executive Director
Oregon State Chamber of Commerce

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