



March 27, 2017

Chair Taylor and members of the Senate Workforce Committee:

We are a state of diversified businesses—many of whom would experience hardship should SB 828 pass. Each of you is well-aware of the significant, positive impact tourism and hospitality contribute to our entire state. Day-to-day staffing needs for these businesses are driven by customer volume and are therefore often unpredictable. Please consider the following scenario of scheduling challenges:

- Mt. Bachelor has experienced a tremendous snow year. People make plans in the Fall to visit from all over the nation during Spring break that spans over 3 weeks due to varying school districts. Mt. Bachelor works hard to keep employees motivated to stay engaged through these Spring breaks and writes work schedules to accommodate the crowds. Monsoon rains begin the week before Spring breaks and the weather forecast is for a wet latter part of March/beginning of April. Crowds of people do not show up.
- Does this solely affect Mt. Bachelor? No, it causes a domino effect in all our Bend restaurants, rental accommodations, retail shops, tour operators, movie theaters, and grocery stores.
- The loss of expected revenue can be catastrophic, but with requirements of SB 828, businesses would also be burdened with paying for labor that has not been needed.

Similar examples are replicated across Oregon every day.

Those of us that choose to pursue employment in tourism and hospitality do so with open minds and because of many other benefits that attract us, including the flexibility that often comes with this type of work. We do not make these choices blindly or without understanding the ups and downs of the business. Asking employers to shoulder the negative impact of business slowdowns beyond their control, while meeting the many administrative requirements of this Bill, would be onerous for a business of any size.

We urge you to oppose SB 828.

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