

Do animals have the right to sue owners?

Oregon Farm Bureau

SALEM — In early November, the Oregon Farm Bureau, Oregon Cattlemen's Association and Oregon Dairy Farmers Association partnered to draft a friend of the court brief on precedent-setting litigation pending in the Oregon Court of Appeals. The case addresses whether a horse has a right to sue its owner in court for damages relating to the horse's neglect.

The Oregon Farm Bureau also released the following statement:

"The case, Justice, an American Quarter Horse v. Gwendolyn Vercher, is an attempt by the Animal Legal Defense Fund to set precedent in Oregon that animals have legal personhood, including the right to sue humans in court. This case could open the door to expansive and significant litigation regarding the ability to own and manage livestock, produce meat or dairy products, participate in rodeos or FFA, and even have working dogs. It could even subject pet owners to private rights of action and allow activist groups to bring lawsuits under the guise of animals seeking to vindicate nonexistent rights.

"If successful, this case

puts the livestock industry and rural Oregon at risk. Moreover, Oregon would become the first state in the country to grant animals legal personhood, which would have a profound impact on our society and legal system. Our organizations got involved to ensure that the Court understands the history and context of Oregon's animal welfare statutes and to ensure the Court understands the expansive, far-reaching implications of this case for the livestock industry.

"To be clear, the facts of this case were abhorrent, and the defendant was rightfully prosecuted for the neglect of her horse. However, Oregon law already has severe consequences for those who abuse and neglect animals and there is a mechanism for those who rescue neglected animals to be compensated for their care. But these legitimate concerns are not what this case is about. This case is simply an effort by animal rights activists to pull the ultimate thread in a long-standing effort to unravel and halt livestock operations in Oregon. We will continue to stand strong to protect the livestock industry from the significant precedent set by this case."

2020 business trends for Oregon closely parallel national projections

Cascade Employers Association

SALEM — The Employer Associations of America recently released its 2020 National Business Trends Survey. This national survey shares information on what executives are doing to address the changing business climate, and executives surveyed this year indicate that they are feeling a little less optimistic. The majority of respondents (52%) felt the economy in the next 12 months would stay the same, with only 12% feeling the economy would improve, and 36% feeling that the economy will decline.

Compared to 2019 survey results, the numbers have flipped in two areas. Last year, respondents felt more confident that the economy would improve (30%) and only 1% percent felt there would be a decline.

"Given the feelings about the economy in the next 12 months, it seems that organizations are taking a more cautious approach to 2020," EAA Board of Directors Chair Mary E. Corrado said. "Despite reduced confidence in the economy, 49% of organizations surveyed still expect a slight increase in revenue for the coming year. The talent shortage will remain a key factor in 2020. Employers will need to

implement innovative talent acquisition and retention strategies to meet their business results."

When asked on the survey what the top challenges to their business in 2020 are, executives indicated:

- Talent acquisition
- Talent retention
- Ability to pay competitive wages/salaries
- Competition in general
- Ability to pay for benefit costs

A number of the Business Trends survey questions focused on hiring and staffing practices. The amount of permanent staff planned to be hired in 2020 is down slightly to 47% as compared to 2019, in which 54% planned to hire permanent employees. Respondents did indicate 65% were hiring in part due to newly created jobs. The majority (83%) seem to be replacing employees due in part to voluntary turnover. The increase in voluntary turnover makes talent acquisition more difficult and employers will need to offer more competitive wages and be more strategic when marketing for positions.

In moving forward with their hiring practices, organizations said the top five most important factors prospective employees are looking for in 2020 are fairly similar to last

year's results:

- Competitive pay 81%
- Good work/life balance 69%
- Opportunities for advancement 56%
- Flexibility in work hours 56%
- Competitive health benefits 48%

The top three reasons why it has become more difficult to hire employees in their industries are a lack of qualified candidates (66%), market competition/high demand (48%) and candidates want more pay than the business can/will offer (43%).

With the national spotlight on pay equity, a few additional responses were added to the question, "How is your organization minimizing risk and ensuring compliance with federal, state, and local laws?" The top three responses were conducting internal pay audits (38%), establishing/updating a formal compensation structure (35%) and conducting external compensation analyses to compare internal positions with the external market (29%).

In addition, the EAA 2020 National Business Trends Survey breaks out results on a local level. In the Oregon region, respondents identified talent retention (45 percent), talent acquisition (44

percent) and competition in general (36 percent) to be the top three greatest challenges to businesses in 2020.

"At Cascade Employers Association, we understand the complex business environment and how that can impact strategies and tactics in the workplace, especially when it comes to attracting, engaging and retaining top talent," Jenna Reed, Vice President of HR Services and General Counsel, said. "We've certainly experienced an increase in requests for support developing compensation philosophy and structures, assessing employee engagement and consulting on approaches to talent acquisition."

The EAA is a not-for-profit national association that provides this annual survey to business executives offering insights and trends for business outlooks, business investment plans, staffing levels, hiring plans, job creations, pay strategies and business challenges. The 2020 survey included 1,093 participating organizations throughout the U.S. For a copy of the full report, contact McKenna Arnold, Cascade Employers Association, at marnold@cascadeemployers.com. To learn more about the EAA, visit www.eaahub.org.

Published by The Observer & Baker City Herald - Serving Wallowa, Union and Baker Counties

CLASSIFIEDS

PLACING YOUR AD IS EASY...Union, Wallowa, and Baker Counties

Phone La Grande - 541-963-3161 • Baker City - 541-523-3673

On-Line:
www.lagrandeobserver.com
www.bakercityherald.com

Email:
Classifieds@lagrandeobserver.com
Classifieds@bakercityherald.com

Fax:
La Grande - 541-963-3674
Baker City - 541-523-6426

DEADLINES:
LINE ADS:
Monday: noon Friday
Wednesday: noon Tuesday
Friday: noon Thursday
DISPLAY ADS:
2 Days Prior to Publication Date

110 Announcements

BINGO

TUES & THURS.: 1:00 PM
Community Connection
2810 Cedar, Baker City

BINGO
SETTLER'S PARK
Baker City
Wednesdays ~ 2:30 PM
.25 cents per card
Everyone invited!

NORTHEAST OREGON CLASSIFIEDS reserves the right to reject ads that do not comply with state and federal regulations or that are offensive, false, misleading, deceptive or otherwise unacceptable

110 Announcements

You too can use this **ATTENTION GETTER!**
Ask how you can get your ad to stand out like this!

★ ★ ★ ★

THE DEADLINE for placing a **CLASSIFIED AD** is 11:00 A.M.
ONE BUSINESS DAY BEFORE PUBLICATION
Publication Days:
Mondays
Wednesdays
and Fridays

114 Self-Help Group Meetings

UNION COUNTY AA MEETINGS LA GRANDE

MONDAYS
Primary Purpose Group
12 - 1:00pm
2620 Bearco Loop

TUESDAYS
Into Action Group
12 - 1:00 pm
Presbyterian Church
1308 Washington Ave.
(entry 6th & Spring St.)

Surrender Group
7 - 8:00 pm
2620 Bearco Loop

City of Elgin Greater Elgin Group
7- 8 :00 pm
St. Mary's
Catholic Church
93 S 12 St., Elgin

WEDNESDAYS
Primary Purpose Group
12 - 1:00 pm
2620 Bearco Loop

Surrender Group
7 - 8:00 pm
2620 Bearco Loop

Island City Soul Sister's
5:30 p.m.
10801 Walton Rd.
Blue Springs Apartments
Community Room

Turning Point Group
7 - 8:15 pm
63161 Gekeler Lane
Fort Union Grange Hall
(Corner of McAllister & Gekeler)

THURSDAYS
Surrender Group
7 - 8:00 pm
2620 Bearco Loop

City of Cove Cove Group
7 - 8:00 pm
Baptist Church
707 Main St.

FRIDAYS
Primary Purpose Group
12 - 1:00 pm
2620 Bearco Loop

City of Elgin Elgin Group (Winter only)
6:00 PM
70564 Valley View Rd
(in shop)

SATURDAYS
Surrender Group
10 - 11:00 am
2620 Bearco Loop

Grande Ronde Valley Group
7 - 8:00 pm
Presbyterian Church
1308 Washington Ave.
(entry 6th & Spring St.)

SUNDAYS
Miracles Meeting
10 - 11:00 am
2620 Bearco Loop

**Questions call
AA Hotline:
541-624-5117
www.oregonaadistrict29.org**

114 Self-Help Group Meetings

WALLOWA COUNTY AA MEETINGS

Enterprise MONDAYS
Enterprise Group
7:00 pm
113.5 E Main St.

TUESDAYS
Enterprise Group
12 - 1:00 pm
113.5 E Main St.

Enterprise Group
7 - 8:00 pm
(Big Bk Study)
113.5 E Main St.

WEDNESDAYS
Enterprise Group
7:00 pm
113.5 E Main St.

THURSDAYS
Enterprise Group
12 - 1:00 pm
113.5 E Main St.

All Saints (Mens Mtg)
7:00 pm
113.5 E Main St.

FRIDAYS
Enterprise Group
7:00 pm
113.5 E Main St.

SATURDAYS
Enterprise Group
7:00 pm
113.5 E Main St.

City of Joseph MONDAYS
Grace and Dignity (Womans Mtg)
6:00 pm
Joseph United
Methodist Church
301 S. Lake St,
Corner 3rd & Lake
Side Stairs on Lake St.

WEDNESDAYS
Grace and Dignity
(Womans Mtg) 12 pm
301 S. Lake St.,
Church Basement

City of Wallowa SUNDAYS
Assembly of God Church
7pm

**Questions call
AA Hotline:
541-624-5117
www.oregonaadistrict29.org**

These little ads really work
Join the thousands of othe people in this area who are regular users of the classi fied. See how simple and effective they can be. We're open from 7:30 a.m. to 5 p.m. for your convenience.

DOES EVERYONE KNOW YOUR BUSINESS

Even if you think they do you'll have to keep remind ing them about it.

Placing an ad in Classified is a very easy, simple process Just call the Classifier Department and we'll help you word your ad for maxi mum response.

House need new paint? The Service Directory is the place to look.

Hang up ON THE ROAD.

Drive Safely. The Way to Go.
Transportation Safety — ODOT

All Classifieds ads must be prepaid before they will print.

DEADLINE for classified ads is **BEFORE 12 NOON** the day before we publish.
Publication days: Monday, Wednesday, Friday

Baker City Herald | **THE OBSERVER**
541-523-3673 | **541-963-3161**

114 Self-Help Group Meetings

WALLOWA COUNTY AA MEETINGS

Enterprise MONDAYS
Enterprise Group
7:00 pm
113.5 E Main St.

TUESDAYS
Enterprise Group
12 - 1:00 pm
113.5 E Main St.

Enterprise Group
7 - 8:00 pm
(Big Bk Study)
113.5 E Main St.

WEDNESDAYS
Enterprise Group
7:00 pm
113.5 E Main St.

THURSDAYS
Enterprise Group
12 - 1:00 pm
113.5 E Main St.

All Saints (Mens Mtg)
7:00 pm
113.5 E Main St.

FRIDAYS
Enterprise Group
7:00 pm
113.5 E Main St.

SATURDAYS
Enterprise Group
7:00 pm
113.5 E Main St.

City of Joseph MONDAYS
Grace and Dignity (Womans Mtg)
6:00 pm
Joseph United
Methodist Church
301 S. Lake St,
Corner 3rd & Lake
Side Stairs on Lake St.

WEDNESDAYS
Grace and Dignity
(Womans Mtg) 12 pm
301 S. Lake St.,
Church Basement

City of Wallowa SUNDAYS
Assembly of God Church
7pm

**Questions call
AA Hotline:
541-624-5117
www.oregonaadistrict29.org**