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Take the Farm Bureau Challenge

Water and education about new labor laws are just two of many critical issues Oregon Farm Bureau is diligently working on this summer. As a grassroots organization, OFB staff and members work in tandem to fight for public policy that helps, not hurts, family agriculture in Oregon.

If you're not a Farm Bureau member, let us make a case why you should be.

OFB invites family farmers and ranchers to share the most pressing agriculture issues facing their operations at oregonfb.org/challenge. Complete the online form and an OFB staffer will respond directly with an update on what Farm Bureau is doing about the topics of most concern to you and your livelihood.

Let us show you how Farm Bureau is working hard and getting results that not only benefit Oregon agriculture as a whole, but results that matter most to you and your farm.

Take the Farm Bureau Challenge at oregonfb.org/challenge.

Farm Bureau fights for you

Farm Bureau is a tenacious, effective leader in the most critical issues facing Oregon agriculture. This summer, OFB is engaged in the fight against a national monument in the Owyhee Canyonlands, and is actively opposing a legal challenge to the delisting of the gray



Photos sought for OFB calendar

OFB invites farmers and ranchers to submit photos for the 2017 *Oregon's Bounty* calendar.

This award-winning calendar celebrates all aspects of Oregon agriculture: the commodities, the people, the production, the landscape, the retail, anything that depicts ag's beauty, technology, culture, enjoyment, or tradition.

Who better to capture those moments than readers of the *Capital Press*, who are farmers and ranchers themselves?

Both close-ups and panoramic shots are needed. Send as many high-resolution, horizontal-layout images as you'd like to annemarie@oregonfb.org by Sept. 15. Or mail to Anne Marie Moss, OFB, 1320 Capitol St. NE, Suite 200, Salem, OR 97301.

Photographers with selected month images and six runners-up will receive a photo credit and copies of the calendar.

For more information, visit oregonfb.org/calendar or call OFB at 503.399.1701



"Farm Bureau gets a lot done for me in Salem and D.C. It also helps me fight back at the local level when bad decisions threaten farm and ranch families."

Jeff Thomas, orchardist
Grant County Farm Bureau president

wolf from the state Endangered Species Act. We're working alongside Jefferson County Farm Bureau to protect irrigators' access to water in the midst of lawsuits involving habitat for the spotted frog. OFB continually fights to protect farmers' ability to responsibly use crop protection tools and the latest in agricultural technology.

Farm Bureau is also a leader in issue education. Recent workshops for members have focused on the new labor laws, water quality, public lands, and cannabis rules. This spring, OFB helped organize a tour for lawmakers to highlight how and why farmers use animal antibiotics

Farm Bureau's democratic, grassroots structure is rooted at the county level. At county Farm Bureau meetings, individual farmers gather to identify and discuss top agriculture issues of concern and interest to them. From there, issues make their way to the state level via regional representatives on the OFB Board of Directors.

Every December, representatives from all county Farm

Bureaus gather to review and renew the OFB Policy Book, a list of the organization's official public policy positions. Like the wide range of laws that impact your farm or ranch, OFB Policy covers everything from labor and land use to water and wildlife. These policies guide OFB's skilled, professional staff in their work at the state and national legislature.

Less than 1% of the population makes their living in agriculture. Through Farm Bureau, you join 7,000 fellow family farmers and ranchers across Oregon, and more than 5 million members across the United States, who actively advocate for agriculture and rural communities.

Simply put, there is no more effective way to amplify your voice in the legislative arena than Farm Bureau.

Farm Bureau saves you money

You can easily recoup the cost of annual dues — and enjoy many more savings — through Farm Bureau's variety of great member benefits programs.

OFB's newest program is with **RS Energy** solar systems. Farm Bureau members can receive up to \$165,000 off a solar system they install on their farm or ranch. Over the life of a system, a farm can save as much as \$2 million in power costs.

Members also save \$500 on a new or leased **GM, Chevy, or Buick** vehicle (a discount stackable with other GM offers); save up to 30% with **Grainger** and get free shipping; save up to \$2,000 on **CAT** equipment; and save hundreds of dollars with **Case-IH** and **Polaris**.

Take the Farm Bureau Challenge!
Visit oregonfb.org/challenge.

Eligible ag employers can get a substantial **Verizon** discount for business lines.

Other member benefits include discounts on propane, prescription medications, hotel stays, rental cars, mobile health screenings, and hearing aids.

Members with farm stands, u-pick fields, on-farm festivals, CSAs, etc. can be featured in the **Oregon's Bounty** guide and website. Ag employers can also join OFB's **FEELDS** program (Farm Employer Education & Legal Defense Service).

Become a Farm Bureau member today! Get the application at oregonfb.org or call 800.334.6323.



Get the facts about paid sick leave

This spring, Linn County Farm Bureau hosted two seminars about what employers have to do to comply with the new state paid sick leave law. Staff from OFB and the Oregon Bureau of Labor & Industries presented an overview and took questions from attendees. Based on conversations from that event, OFB worked with BOLI to compile a list of eight Frequently Asked Questions by employers regarding the new law.

Myth 1: I do not have 10 employees, so I am not required to provide sick leave.

Fact 1: The only difference the employee count makes is that if you have 10 or more employees — or six or more if you have any operations in Portland — then sick time will be PAID. If an employer has less than 10 employees, or less than six if there are any operations in Portland, the sick time will be UNPAID.

Every employer, whether you have two employees or 200 employees, is required to provide Oregon sick time. If you are an employer outside of Portland with an average of 10 or more employees, then you

must provide paid sick leave to all employees.

Myth 2: I already provide two weeks of vacation to my employees, so I am covered.

Fact 2: Oregon's sick time law allows employers to provide policies that are substantially equivalent to the state's law. However, those policies must be at least as generous as the Oregon sick time law and must follow the same notice, accrual, and usage requirements.

Myth 3: I have seasonal employees for harvest and five full-time employees year-round. If I count 20 consecutive weeks, I don't think I qualify for 10 or more employees.

Fact 3: Look at your 20 busiest weeks (from an employment standpoint). Do you have an average of 10 or more employees over those 20 weeks? If so, you are required to provide paid sick time to your employees. All employees — including seasonal and part-time, and also employees not working due to vacation, workers' comp leave, or OFLA/FMLA — count towards the total number of people employed unless an employee is officially terminated.

Myth 4: An employee tells me she is sick, but she doesn't want to use her sick time. She asks for personal time instead.

Fact 4: If an employee tells you that he/she is taking time off for any of the Oregon sick time qualified uses, you must subtract those days from their sick time bank and pay that time no later than the next regular payday after the sick time was used. However, if he/she is absent without explanation, the employer should follow their absentee policy as described in the employee handbook.

Find four more FAQs about the new paid sick leave law, and download English and Spanish versions of the required labor poster about it, at oregonfb.org/sickleave.



Part of being compliant with the new paid sick leave law is to display a new poster. Find a PDF of the new required BOLI poster about paid sick leave in English and Spanish on oregonfb.org/sickleave. Print it out and post along with your other state and federal labor posters in an area frequented by your employees.