

The **MAIN STREET**  
Alliance of Oregon

a big vision for small business

April 3, 2013

Oregon State Capitol  
900 Court St. NE  
Salem, Oregon 97301

MEASURE: HB 3390  
EXHIBIT: 23  
H BUSINESS & LABOR  
DATE: 4-3-2013 PAGES: 1  
SUBMITTED BY: Bill Dickey

Chair Doherty and House Business and Labor Committee Members,

Main Street Alliance of Oregon, a network of 1200 small business owners statewide, supports HB 3390 and earned sick leave standard for the state of Oregon. We are encouraged by the current draft ordinance as it assures all Oregon workers access to sick leave.

Small businesses in our network see this new policy as leveling the playing field. Our national chain store competitors, some of whom currently don't provide sick days off, will now have to. Others have said that they would be willing to provide earned sick days if every business does.

Increasing access to earned sick leave has a number of benefits for small businesses. These include protecting workplace productivity, decreasing turnover and associated costs and reducing health care costs. The loss in productivity to the U.S. economy due to illness in the workplace has been estimated at \$160 million annually, with the lion's share of this coming from workers going to work sick. Data suggests that workers who have the benefit of paid sick time are less likely to leave their jobs than workers who do not, reducing turnover and associated costs. When workers have the opportunity to earn paid sick time they are more likely to stay home when they are ill, get healthy and return to work sooner, avoiding spreading illness to other workers and customers.

As small businesses, retaining well-trained and valued employees, and thereby reducing turnover and associated costs, is one of our top concerns. To put it more simply, we believe that if we take care of our employees, they will take care of us, and our businesses will thrive. 'Earned sick days' is really just a basic employment standard, like worker's compensation or child labor rules. That's why we support HB 3390, and increased access to earned sick leave in the state of Oregon. It's the right thing to do.

Yours respectfully,



Jim Houser, co-chair  
Hawthorne Auto Clinic, Portland



Mark Kellenbeck, co-chair  
BrainJoy LLC, Medford