



SPRINGFIELD UTILITY BOARD

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Jan Norland, Committee Administrator
Branden Pursinger, Committee Assistant
House Committee on Business and Labor

Re: House Bill 3390

Dear Jan/Branden

Thank you for the opportunity to comment on House Bill 3390 which would require all employers to provide sick leave. I understand that comments on this bill were extended through today, April 5, 2013. Please add this to the record.

Springfield Utility Board is a municipal electric and water utility that serves Springfield, Oregon. As an employer, SUB recognizes that providing a competitive compensation package is important. SUB invests significant training and other resources in employee development. Training and retaining valuable employees avoids the significant expense of potentially losing an employee that may leave SUB because of better opportunities elsewhere.

SUB has union and non-union employees and has a good faith negotiation process agreed to with represented employees on labor negotiations. Union employees are represented by Local 659 and SUB values its relationship with union representatives and processes. When negotiating a labor contract, SUB and Local 659 attempt to understand each other's positions and interests to arrive at an agreed outcome.

One of the items that agreed to during the last series of negotiations was a Paid Time Off (PTO) program that moved away from the traditional vacation and sick leave structure. Employees can use PTO for vacation and sick leave and are empowered to manage their own PTO time bank.

As written, HB 3390 appears to require SUB to provide sick leave even though it has a PTO program. SUB requests that any legislation relating to employee benefits not be rigidly tied to traditional mechanisms. SUB's PTO program, which is a good fit for the employer and employee, should be deemed sufficient in the case of meeting of the intent of HB 3390.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read 'Jeff Nelson', is written over a white background.

Jeff Nelson
Springfield Utility Board