



February 16, 2015

To: Senate Workforce and House Business and Labor Committees  
From: Rob Cohen, Co-Owner, Falling Sky Brewing  
Re: Support of SB454 and HB2005

Dear Chairs Dembrow and Holvey and Committee Members,

Thank you for the opportunity to get my voice and story heard on this issue. My name is Rob Cohen, I am the co-owner of Falling Sky Brewing in Eugene. We have been in business for 3 years, and have three locations in Eugene; our Brewing House, Pour House & Delicatessen and the Fermentation Supply Shop. I am in support of SB454 and HB2005.

At Falling Sky, we offer paid sick days to all of our 55 employees. We began this basic standard to all of our employees about 6 months ago, before it passed last year in Eugene. Being in the restaurant business, I know how important it is to invest in our employees. Without them, our 3 locations couldn't function. At Falling Sky, our employees are the heart of our business.

For us, adding this basis standard just made sense. We don't want our employees to come to work when they're sick. In the food industry that isn't safe for the customers. But, missing one day of work can also be catastrophic if they are living paycheck to paycheck, so making sure that our staff could afford to take a paid day off to get well was the right move. Not only that, it really makes our employees more loyal, and they feel more respected in the workplace. We also have a shift-trading policy in place that allows our employees to trade/give their sick time to other employees who might have a serious condition i.e. cancer. And I believe that builds community, much higher productivity, and allows people to recover and get better. It could take twice as long to recover if they work while ill.

We really feel that this investment in our employees is an investment in our business, and from our prospective, taking care of your employees can't be bad for business. When we instituted this policy, we've found that it has cost very little, and the pay-back has been at least 10 fold.

Having a statewide standard for paid sick days would level the playing field for businesses like ours, and I encourage you to support SB454 & HB2005.

Thank you,

Rob Cohen  
Falling Sky Brewing  
Eugene