

## Lee Lashway

---

**From:** Lee Lashway  
**Sent:** Saturday, February 14, 2015 1:13 PM  
**To:** 'matthew.puckett@state.or.us'; 'matthew.germer@state.or.us'  
**Subject:** Statewide sick-leave legislation

Gentlemen,

I routinely provide legal services to small businesses throughout the state of Oregon, mostly in Lane and Douglas Counties. I want to add my voice in support of statewide legislation on this matter, with local preemption, as a means of preventing the hodge-podge of regulatory schemes that could arise as local governments address this issue. The impending Eugene ordinance is a prime example of the additional regulatory burden too easily imposed on small businesses that do business across jurisdictional boundaries. The Portland metro area is the other obvious example. Tracking and reporting by small businesses for compliance purposes promises to become a nightmare.

While one can argue about the merits of specific aspects of the legislation, the overriding concern should be that the business community be able to operate across a level playing field for compliance purposes. Please support the addition of a preemption provision in the legislation to allow state law to control, and take the local jurisdictions out of this employment matter. Thank you.

J. Lee Lashway



**J. Lee Lashway**  
Business Attorney

**Phone:** 541.485.0220

**LinkedIn:** [www.linkedin.com/in/leelashway](http://www.linkedin.com/in/leelashway)

**Website:** <http://harrang.com>

**LinkedIn Company Page:** <http://linkd.in/Z2WN1J>

**Mailing Address:** 360 E. 10th Avenue, Suite 300 | Eugene OR 97401



The information contained in this e-mail message is intended only for the personal and confidential use of the recipient(s) named above. This message may be an attorney-client communication and/or work product, and as such is privileged and confidential. If the reader of this message is not the intended recipient or an agent responsible for delivering it to the intended recipient, you are hereby notified that you have received this document in error and that any review, dissemination, distribution or copying of this message is strictly prohibited. If you have received this communication in error, please notify us immediately by e-mail and delete the original message.

IRS Circular 230 Notice: IRS regulations require us to advise you that, unless otherwise specifically noted, any federal tax advice in this communication (including any attachments) is not intended or written to be used, and it cannot be used, by any taxpayer for the purpose of avoiding penalties; furthermore, this communication was not intended or written to support the promotion or marketing of any of the transactions or matters it addresses.