



February 16, 2015

To: Senate Workforce and House Business and Labor Committees
From: Renee Spears, President, Rose City Mortgage
Re: Support of SB454 and HB2005

Dear Chairs Dembrow and Holvey and Committee Members,

My name is Renee Spears and I am the President of Rose City Mortgage. Rose City Mortgage has been in business in Portland for 16 years and in 2012 we were named the #1 Small Business to Work for in Oregon and the 2014 #1 Green Business in Oregon by Oregon Business Magazine. I am here to voice my support of the Paid Sick Time Policy.

Oregon can't be a national leader in sustainability without addressing the treatment of people. For humans, sustainability is the potential for long-term maintenance of wellbeing. We cannot call our state a sustainably leader without considering what is best for our people. It is not in the state's best interests to have restaurant and child care workers coming to work sick and spreading illness. Not only is this horrible for our collective health, it also cuts into the profits of our employers.

It is far less expensive to pay for sick leave than it is to have an entire company's staff out sick because of a contagious illness that could have been prevented. This exact scenario happened to my company recently.

During our holiday party, one of the servers at the restaurant was sick and didn't have paid leave. Three days later, our staff started getting sick and before the end of the week 95% of our employees were out sick, for over a week. It was extremely hard just to keep our doors open during that time and of course, it cut directly into our profit.

We talk about the cost to implement this policy, but I'd also like to point out the cost if we don't. By not requiring all businesses to offer leave, we are also harming the businesses that already do so by not protecting the health of their employees.

I don't think anyone here believes that people should work when they're sick. And that is really what this boils down to; ensuring the good health of all the people in our city.

Thank you for your consideration!

Renee Spears
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