



## ALEX CUYLER

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DATE: February 16, 2015

TO: House Committee on Business and Labor  
Senate Committee on Workforce

RE: SB 454, relating to mandatory provision of sick time  
HB 2005, relating to mandatory provision of sick time

Chair Holvey, Chair Dembrow and Members of the Committees:

The Lane County Board of County Commissioners regularly identifies priorities for each Legislative Assembly. They have identified “statewide sick leave” as a priority for this session due to their concern regarding the City of Eugene’s sick leave ordinance, which they adamantly opposed and in fact passed three ordinances on July 21, 2014 in order to block the effect of the Eugene ordinance and ensure that no other local government within Lane County would pass a similar ordinance.

This situation has the potential to set a horrible precedent with respect to local governments’ ability to work together and could result in a significant legal battle to determine whether a city or a county, both acting under their home rule authority, has dominance over another.

In fact, this is why Lane County was relieved to know that the Oregon legislature would take up this issue. The Legislature is the proper body to create and enforce laws that manage relationships between employer and employee. Allowing local government to engage in these activities will certainly result in an extreme patchwork of laws, and could set up scenarios whereby sick leave policies are only the beginning foray into this arena. That is absolutely counterproductive to economic development and will stifle the job creation potential promised by small business.

Lane County would ultimately like to see a comprehensive bill come out of this session. However, there are three changes that must be made to these measures:

- Terminology is changed from “paid sick time” to “paid time off”. Many businesses and agencies combine these benefits (including Lane County).
- Section 10 of this measure establishes a floor from which any local government in Oregon could expand from. Instead, we need a ceiling that expressly prohibits local government action. This will establish the level playing field across all of Oregon which is what proponents of this measure promised.
- The measure needs a waiver provision such that it will not lead to requests to open collective bargaining agreements, some of which were bargained even prior to the passage of the bill.

SUBMITTED ELECTRONICALLY