

February 16, 2015

To: Senate Workforce and House Business and Labor Committees
From: Amy Kleiner
Principal, Sunnyside Environmental School, Portland
Re: Support of SB454 and HB2005

Dear Chairs Dembrow and Holvey and Committee Members,

Thank you for the opportunity to submit my testimony. My name is Amy Kleiner, principal of Sunnyside Environmental School for the last 3.5 years. I am responsible for over 600 children. I am also, the mother of two young children.

As a mother, I am grateful that I have a job that includes paid sick days. When my children are sick I am able to tend to them. Paid sick days are valuable in my life.

As a principal, I am responsible for the education and protection of every child at my school. It is of the utmost importance that children come to school healthy. It is a matter of public health. Children cannot concentrate when they are sick. Secondly, other children and teachers get exposed to illness that then impacts their ability to attend school and in the teachers case their ability to do their jobs.

We in Portland appreciate that parents now have the ability to take a paid sick day when necessary to care for their child. I respectfully ask the Committees to pass the paid sick days bill for all Oregonians so that so that parents across Oregon have the same benefit to care for their children and help secure the public health of our schools.

Thank you for your time and consideration.

February 16, 2015

To: Senate Workforce and House Business and Labor Committees
From: Anjeanette Brown
Re: Support of SB454 and HB2005

Dear Chairs Dembrow and Holvey and Committee Members,

I wish I could be at the hearing to testify in person but unfortunately I can not afford to take the time off work. I work as a waitress at a restaurant in Gresham that is part of a large chain. I have worked with the parent company for 10 years, off and on. Before that I worked in construction, telecommunications, restaurants, transit, and child care. I have three children. I have never had a single paid sick day.

A few years ago, when I was working in construction, I sprained my ankle badly and couldn't go to work for a week. I didn't have any paid sick days, so I lost a whole week's pay -- which meant I wasn't able to pay all my bills and wasn't able to pay for gas. It took a month for me to catch up on my bills.

I also had to go back to work before my ankle was healed, because I just couldn't afford to take any more time without pay. After a few hours of working each day, my ankle was really swollen and painful. My injury never fully healed and I still have problems related to it, despite having changed jobs.

A single mother of three sons, I also struggle to care for them when *they* get sick. Earlier this winter, when my youngest got the flu, one of my older sons had to stay home from school to care for him. His high school would excuse the absence, but my employer would not. And I couldn't afford to take the time away from work anyway.

Paid sick days would have made a big difference to me in these situations. Please pass HB 2005 and SB 454. The hard-working people of Oregon deserve this basic protection.

February 16, 2015

To: Senate Workforce and House Business and Labor Committees

From: Ann Montague

Retired Case Manager

Salem

Re: Support of SB454 and HB2005

Dear Chairs Dembrow and Holvey and Committee Members,

My name is Ann Montague and I am a retired Case Manager for Disability Services. Thank you for the opportunity to submit my testimony to you tonight. Health and safety on the job does not only mean that no workplace should be unsafe, but it also means that no worker should have to make the decision to go to work when they are sick or injured.

As a Case Manager for Disability Services for decades I have seen the result of both. For a worker who is struggling from paycheck to paycheck and has no paid sick leave, the added burden of a doctor's appointment can become a financial nightmare. Losing hours of work without pay for a doctor's appointment or treatment for an injury is a cut in pay. As workers have to make the decision to come to work sick or look forward to a smaller paycheck they often come to work which can put at risk their co-workers. In the case of a more serious illness or injury the loss of income becomes catastrophic. This also means a worker may decide to delay seeing a health care professional in which case the illness may progress to a more serious condition.

Without this legislation it is just one more onslaught against the working poor in our state.

Oregon needs legislation that will support a worker to care for themselves and their families without risking their health and the health of others.

Thank you for your time and I ask you to support SB454 and HB2005

February 16, 2015

To: Senate Workforce and House Business and Labor Committees
From: Avery Leinova
Re: Support of SB454 and HB2005

Dear Chairs Dembrow and Holvey and Committee Members,

My name is Avery Leinova and I live and work in Portland. I am excited about this opportunity to share my views on SB454 and HB2005. I am submitting my testimony in writing because I work on Monday nights, and can not attend the hearing in person.

I have worked at my current job as a dispatcher for a cab company for 15 years, and before that I drove a cab for seven years, mostly with one company. But even after all that time, until Portland's paid sick time law went into effect last year, I only got paid sick leave after I'd already been out sick for three days. I can't afford to not get paid for three days, so if I got sick, I took medications to mask the symptoms, and I went to work sick. It's hard to get better this way but I had no choice because I can't afford to lose a day's wages.

Two winters ago, when I caught the chest cold that was going around, I had to work. It was difficult to answer phones when I could barely talk, with coughing fits that lasted up to five minutes. Not to mention all the germs I was spreading. Had I had sick time from the first day of my illness, I could have stayed home and gotten over the worst of it before returning to work.

And it wasn't just me. Where I work, lots of people came to work sick because they couldn't afford to stay home. There are single parents and families for whom missing a day's wages means going without food. This isn't right. Everyone needs to be able to take paid sick leave when they're sick – on the first day they're sick.

Fortunately, in Portland, we now have access to paid sick time on the first day we're sick. Just a few weeks ago, I had the flu and laryngitis and I missed a whole week of work – without losing any pay. It made a huge difference that I was able to stay home and rest when I needed to, without losing a week's wages and without fear.

The working people all over Oregon want and need paid sick days. I hope you will act on behalf of us all by supporting SB454 and HB2005.

Written Testimony on SB 454 and HB 2005: Paid Sick Leave for Employees

Dear Committee Members,

I'm writing you today in support of SB 454 and HB 2005 and wanted to let you know

how important this bill is for Oregonians. In 2013, Portland passed a Paid Sick Bill ordinance. Since then, unemployment in the metro area has not increased, businesses did not shut down as a result of this ordinance, and you did not hear testimony from Portland workers about how this new protection cost them their jobs. In fact, some small businesses came and testified that they support this statewide law.

One thing that those who opposed the legislation brought up time and time again is that they support paid sick leave or already treat their workers like family but oppose this legislation. Do you think the reality is these businesses actually let their workers use paid sick time? After all, you heard from many small business and working Oregonians that they in fact could not use paid sick time when employers did offer it but that many still did not offer it.

Let me close by saying that I have worked in the service industry in Oregon and have worked handling food and been required to come to work sick. I also know many others who have worked around food and even in healthcare and have also had to go to work sick. There will always be opponents to this sort of legislation just like there were opponents to the FMLA and Minimum Wage in fact I bet these same opponents who have spoken to you today are against pretty much any new law which makes things more fair for workers.

I hope the Senate and House committees will do the right thing and move SB 454 and HB 2005 forward so that working Oregonians can take of a day when they are truly sick and should be staying at home to protect public health and so they can get better. If you have concerns about proponents comments on seasonal and part-time employees then I encourage you to adjust the bill to make some concessions but still pass legislation giving paid sick days to full time workers this legislative session.

In closing don't let the business lobby win you over here you also need to consider the work force here the working families that cannot take time off without risking their job or being penalized and how this risks public health to continue to have sick people engaging with the public... The impact of sick people in the public doesn't just hurt that one worker but hurts other Oregonians who get sick and then have to consider taking time off themselves or pay for additional healthcare costs.

Thank You,

Benjamin Kerensa



February 16, 2015

To: Senate Workforce and House Business and Labor Committees
From: Bill Dickey, Owner, Morel Ink
Re: Support of SB454 and HB2005

Dear Chairs Dembrow and Holvey and Committee Members,

My Name is Bill Dickey I am the co-owner of Morel Ink a commercial printing, direct mail, and promotional products distributor, located in NE Portland, and a member of the Main Street Alliance of Oregon's Statewide Leadership Circle. We have approximately 30 employees; our 16 production employees are covered by a union contract. I am in full support, and proud of Portland's Paid Sick Leave ordinance. I support House Bill 2005 and Senate Bill 454, to create a statewide Paid Sick Leave standard.

My first reaction to the paid sick leave proposal was that we probably already offered this to our employees. I knew we did not dock our salaried employees for missed sick days, after researching our union contract I learned that we did not offer sick pay per say. We do offer vacation pay, holiday pay & funeral pay, and was grateful to learn that if I offered paid vacation or what is known as earned paid time off, I was already covered by the ordinance. We offer one weeks paid vacation after one year of employment, which builds up to 3 weeks paid vacation after 5 years of employment. What we did not have was a specific plan on how to accrue the time off for the first year, with the Portland ordinance we now have a rule for how to give out paid time off in the first year as they earn it, so that is actually helpful.

I have always believed that employees who are sick should stay home. I want to avoid the flu or cold from rolling through the company whenever possible. But more over I want employees to feel that it is cool to take a day when they need it for any reason, it builds loyalty, trust, and goodwill. There are plenty of times I ask them for an extra effort so is only seems fair to give back when they need it.

I am here today to request that the State of Oregon pass this policy statewide. It would end confusion for suburban Portland employers who have employees working in Portland. It would also end confusion from various entities having various policies. I think this policy is the right thing to do, for people who think this is big government telling them what to do, I think of this analogy... Workers comp insurance is a mandatory rule; all employers have to provide this coverage to their employees. Years ago it was not mandatory but now it is. This policy will be like that - in few years people will just think that it is a forgone rule, something that is just done. Finally for all of us who already offer this benefit, it levels the playing field so that we all play by the same rulebook and have the same basic benefit expenses.

One other thing of interest is that I thought I was offered paid time off when I was in the restaurant business, over 30 years ago! I realize this is hearsay...but out of curiosity, I contacted my former employer, who is still in the restaurant business and asked him if my recollection was correct. He informed me that my memory was correct that they offered paid vacation when I was a manger and still do today, so this ordinance will not affect their restaurants in the state either. Thank You.

Bill Dickey



Representative Paul Holvey
Chair, House Committee on Business and Labor
900 Court St NE, H-277
Salem OR 97301

February 13, 2015

The Elders in Action Commission is a senior advocacy council that advises the City of Portland, Multnomah County and the Department of Aging and Disabilities on elder issues and services in Oregon. As such, we support affordable, high quality health services for older adults and adults with disabilities. The Elders in Action Commission supports SB 454 and HB 2005, requiring all employers to implement paid sick time for all employees.

An alarmingly high number of Oregonians (47%), working in the private sector, do not earn sick time. For many, this means they are forced to attend work, exposing others to illness. Adults without paid sick time are 1.5 times more likely to go to work sick – where they can infect co-workers and clients. Workers are 60 percent less productive when working from the office while sick and people with the flu who don't stay home cause their co-workers to take 20 to 30 percent more sick days.

In other cases, workers must leave sick children or aging parents home unattended. The latter increases the anxiety and decreases the productivity of the worker while leaving ailing family members alone for long periods of time.

Finally, lower wage earners are much less likely to have sick leave. Less than 30% of Oregonians making \$20,000 a year or less have sick leave available to them. At this wage level, any action that might jeopardize employment is avoided.

We strongly urge you to pass a sick leave bill during this legislative session. We believe that Oregon workers of all ages and their families will benefit from available sick leave.

Sincerely,

A handwritten signature in black ink that reads "Bill Gentile". The signature is written in a cursive, slightly slanted style.

Bill Gentile
Chair
Elders in Action Commission

February 11, 2015

Chairman Michael Dembrow
Honorable Members of the Senate Committee on Workforce
Oregon State Senate
Salem, Oregon
RE: SB-454 Mandatory Sick Leave

Mr. Chairman:

My name is Bryan Platt, I reside in Eagle Point, Oregon, near Medford, in Jackson County. I am writing you today as a small upholstery business owner, in continuous operation in the Medford area since 1980.

As I am unable to be in attendance at the Monday, February 16th, public hearing, I ask that you please enter this letter as public testimony with respect to SB-454 (and HB-2005).

I stand in opposition to this legislation. My business employs 3 full time and one part time (my wife) in our operation. We are a sole-proprietorship. We offer our employees 6 paid holidays per year as their sole benefit. Our profit margin allows for no more. With our shop rate at \$60/hour, and our employee's making about \$20/hour, each hour that an employee is not working –and is being paid – has a net cost to me in excess of \$80/hour with tax obligations (\$20+ in direct expense and \$60 in lost revenue). For one full time employee, this bill's 56 hours of paid sick time are a direct cost to me of over \$4500/year. With 3 employees this totals over \$13,500 in one year. I take home about \$45,000 per year from our upholstery operation. With the cost of this legislation, I am not inclined to stay in business – for the effort of running a full time business, and the financial responsibilities, a reduction in my income of about 1/3 is simply too much. One of my employees has been with me since 1986, another for 8 years. They will all end up unemployed.

While I doubt that this is the intention of this legislation, I have no doubt that my situation is similar to many thousands of other small business owners, in Oregon, who are making a living, but have little additional margin to cover such a dramatic expense as this bill represents.

I urge you to drop this legislation, and allow small business owners to allow the free market to dictate the parameters of the operation of their business.

Sincerely,
Bryan Platt
226 Entrada
Eagle Point, Or. 97524

February 16,2015

To: Senate Workforce and House Business and Labor Committees
From: Carleen Reilly, Retired
Re: Support of SB454 and HB2005

Dear Chairs Dembrow, Holvey, Committee Members:

My name is Carleen Reilly, an unincorporated resident in the River Road neighborhood of Eugene. I can't count on Eugene's sick leave provision to cover restaurants and grocery stores in my area. It is time to take this proposal statewide.

Health, safety and fairness are things my neighbors and I deeply value and desire. We are counting on our state legislators to advocate for us on a statewide earned sick leave proposal for all employees, for the good of all of Oregon.

When I eat out, I want to know that restaurant employees won't be working in fear of losing their jobs when they are ill or need to stay home with a sick child or aging parent. I want my grandchildren to attend schools where I know their exposure to contagious diseases will be minimized because classmates and teachers are encouraged to stay home to heal. The paid sick days proposal is reasonable, and its time has come. Because illness knows no boundaries, all employees of businesses large and small need paid sick leave.

For most of my work life, I was fortunate to have employers who provided paid sick leave. I rarely used it, but I was relieved to have it when I broke my elbow and had knee surgery. I thought this was the prevailing norm in places of employment, but I am saddened to learn that many workers don't get this basic protection. As a retiree, I now enjoy more time to travel across this great state. I want to know wherever I go in Oregon that workers are treated with dignity. I want to know that restaurant, retail and other workers are healthy when I interact with them.

Please support paid sick days as the common sense effort we need to grow a healthier, more prosperous state for everybody.

Sincerely,

Carleen Reilly
395 Marion Ln.
Eugene, OR 97404
541-689-8561
carleenr@gmail.com

February 16, 2015

Oregon Senate Committee on Workforce
900 Court Street NE
Salem, Oregon 97301

RE: Support of and Adjustments to SB454 and HB2005

Dear Chairs Dembrow and Holvey and Committee Members:

This letter is written in support of SB 454 and HB2005 and with a few suggestions for adjustments that would further strengthen the Oregon Statewide Sick Leave bill and make it more palatable to more small business owners.

Schirmer Satre Group is a small business of 6: 4 employees and 2 business owners. We have been in business in Eugene for quite some time and have always offered 5 days of sick leave to all of our full time employees. We believe in the value of that paid sick leave for the continued health of the families we support as well as the health of their fellow employees and us as the owners. It makes sense. A statewide bill also makes sense.

What doesn't make sense is allowing the opportunity for local jurisdictions to have their own sick leave ordinance if a state wide law is passed. I would strongly encourage you to add language that prevents a local sick leave ordinance from being in effect alongside the state wide law.

Allowing for a patchwork of regulations across the state will hurt the business climate in Oregon and ultimately may have harmful impacts on employees as well. It also leaves small businesses open to the whim of the local jurisdiction who has not demonstrated any comprehensive understanding of the complexities of running a small business. Additional regulations and costs appear to be treated as "the cost of owning a small business" when in fact these costs ultimately translate into jobs or loss of jobs.

On face value it seems to be a simple request. If a state wide law passes local jurisdictions cannot have their own sick leave ordinance. Let's keep a level playing field for all small businesses in the state of Oregon.

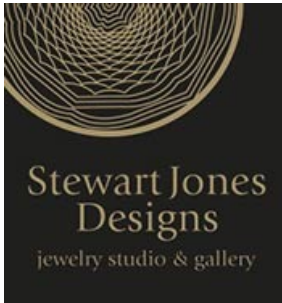
Thank you for your time and consideration of this request.

Sincerely,
Schirmer Satre Group



Carol Schirmer
Owner





February 16, 2015

To: Senate Workforce and House Business and Labor Committees

From: Catherine Matthias & Stewart Jones, Owners, Stewart Jones Designs, Joseph

Re: Support of SB454 and HB2005

Dear Chairs Dembrow and Holvey and Committee Members,

My name is Catherine Matthias, my husband, Stewart Jones, and I own a small jewelry studio and art gallery, Stewart Jones Designs, in the heart of Joseph's downtown historic district. We opened for business in 1989, in Lake Oswego, and the business relocated to Joseph in 1999. Since then we've been deeply involved in our community. We support HB 2005 & SB 454, creating a paid sick days standard for all employers in Oregon.

While currently, our business operates just with Stewart and myself, we'd love to be able to add staff. In order to do that, we need more customers—and we all know that when our friends and neighbors have more money in their pockets to spend, they spend it locally. If all working Oregonians didn't have to choose between going to work sick and paying the bills, we'd all do better—that's a fact.

Please pass HB 2005/SB 454, it's good for business, good for our economy and for our communities.

Thank you,
Catherine Matthias
Stewart Jones Designs

February 16, 2015

To: Senate Workforce and House Business and Labor Committees
From: Chris Dickinson
Re: Support of SB454 and HB2005

Dear Chairs Dembrow and Holvey and Committee Members,

My name is Chris Dickinson. I am a full time caregiver for two elderly disabled women, my Mom and my Aunt. They rely on me every day. I have to stay healthy and strong to help them with all their basic day to day needs.

My Mom has Chronic Obstructive Pulmonary Disease (COPD) which makes it very hard for her to breathe. She cannot be exposed to colds and viruses.

As her caregiver I need to stay healthy and I need to feel as safe as possible when I go out into public. I need to know that the businesses that I patronize will not have sick people working there. I need to know that the person stocking the groceries is not going to pass germs on to me to pass on to my mom and aunt.

Germs that give most people a simple cold could actually be fatal to my dear family members. I know I am not the only one in this position.

While I live in North Eugene, I also like to shop and eat out in Veneta, and Springfield and Junction City. My family and I like to take trips to the coast now and then, and we sometimes shop at the outlet mall in Woodburn when we can afford the gas to get there. It is important to me to know that where ever I go in Oregon I won't bring home germs along with my purchases.

I also believe that workers should feel safe and comfortable in calling in sick. With wages as low as they are, most people cannot afford to miss even one day of work without pay. As a consumer I will not return to a business if I notice sick employees there. I want to thank you for helping protect all workers and me and my family because without a sick days law not all companies will do it.

Sincerely,

Chris Dickinson

I wanted to write and encourage you to pass legislation that would provide paid sick leave for all workers in the state.

Currently I am a state employee, and fortunate to be relatively healthy, I have a generous sick leave policy so have hundreds of hours banked should I ever need it for my own or family illness.

I have not always been so fortunate however. At the end of 2001 I lost my job in the manufacturing sector. It took me several years till I was on my feet again with full time employment. One of the part time jobs I held during that time of transition was with the school district as a cafeteria lady. I ended up with an abscessed tooth that needed to be removed. I was fortunate I was able to take paid sick leave to get that taken care of, so as not to impact my meager earnings.

I believe all workers should have this benefit.

thank you for your consideration,
Courtney Brooks
707 SE 73rd Ave
Portland, OR. 97215
503-780-0897

sent from my iphone



**Testimony in Support of Paid Sick and Safe Days (SB 454 & HB2005)
Before the
Senate Workforce and House Business and Labor Committees
February 16, 2015
Submitted by: Deborah Steinkopf**

Chairs Michael Dembrow and Paul Holvey
Senate Workforce and House Business & Labor Committee
Oregon State Legislature

Chairs Dembrow and Holvey and members of the Senate Workforce Committee and House Business and Labor Committee:

On behalf of Bradley Angle, I testify today to draw attention to the impact that domestic and sexual violence has on the health of our workplaces and communities, and to urge your support of the proposed paid sick and safe days bill (SB 454 and HB2005). Thank you for your work and leadership, and for the opportunity to submit testimony.

Domestic and sexual violence are serious public health issues that impact Oregon families and children in profound ways. Over 37% of Oregonians report having experienced rape, physical violence and/or stalking by an intimate partner. Here in Portland, domestic violence accounts for nearly 50% of simple assaults and over 30% of aggravated assaults, according to the Portland Police Bureau. In some cases, domestic violence is fatal. Since 2009, there have been more than 100 domestic violence related deaths (men, women, and children) in Oregon.

Domestic violence doesn't just impact individuals and families. It affects our workplaces too. A recent survey of Oregon victims revealed that 69% were employed at the time they were suffering abuse (Glass, et al., 2010). In one survey, nearly all the survivors surveyed – 96 percent – reported that domestic abuse affected their ability to perform their job duties. Businesses pay a high price. The annual cost to businesses of lost productivity due to domestic violence is estimated at \$900 million, and in Oregon, include approximately \$9.3 million in lost productivity from paid work for victims of nonfatal intimate partner violence (Oregon Department of Humans Services, Office of Disease Prevention and Epidemiology).

Victim service providers across the state have developed partnerships with law enforcement, medical care, and other service and response systems to provide a coordinated community response to help victims become survivors. An earned sick and safe day standard will further this goal by helping victims in our community survive violence, protect their children, and contribute to our neighborhoods.

Earned safe days will help survivors achieve safety. It is essential that survivors are able to take safety steps right away, when necessary to prevent further abuse. Survivors of domestic violence are at an increased risk of harm shortly after separation from an abusive partner.

At the same time, it is essential that victims preserve their economic security. Economic independence is a primary indicator of whether a victim will be able to maintain safety from abuse. Sabotage of employment is a strategy by the abusive partner to control and potentially escalate the violence with serious negative consequences for health and safety (McFarlane et al., 2003). Victims of domestic violence often stay with their abuser because they are financially dependent on that person.

Without access to earned paid leave, Victims are in an untenable catch-22. They need economic security as well as safety assistance, and are unable to protect one without undermining the other.

Earned sick and safe days will help co-workers, employers, and communities by preserving safe, healthy workplace environments.

It is in the public interest to reduce domestic and sexual violence by enabling victims to seek safety and redress the effects of violence without jeopardizing their economic security. The proposal has important safeguards to ensure that it works well for employers as well as for employees. For the foregoing reasons, we urge your support of SB 454 and HB2005.

Thank you for your leadership and work, and please do not hesitate to contact us if you feel I or my staff can be of further assistance.

Sincerely,

A handwritten signature in black ink that reads "Deborah Steinkopf". The signature is written in a cursive, flowing style.

Deborah Steinkopf, MSW, MA
Executive Director



OREGON BUSINESS ASSOCIATION

200 SW Market Street, Suite L100 Portland, Oregon 97201
Ph: 503-641-0990 Fax: 503-641-0959 oba@oba-online.org www.oba-online.org

OBA testimony on Statewide Paid Sick Leave Legislation, HB 2005, SB 454

OBA convened a special meeting of our members (and experts on employment issues) and also invited our peers in the other major business associations to review the bills establishing a statewide paid sick leave requirement. Below are the recommendations the OBA group crafted for possible changes to HB 2005, SB 454 that would make the law much more workable for employers.

Policy should be statewide and uniform. This legislation must preempt local governments from adopting parallel or similar ordinances which require paid sick time. The cities of Portland and Eugene have each adopted mandatory paid sick leave ordinances for employers in their municipalities. Several other cities are currently considering paid sick leave ordinances in their cities. Unless the statewide legislation preempts local ordinances, employers will face confusing, inconsistent and complex regulations across the state which could stifle job creation and economic opportunity.

Exempt all collective bargaining agreements. As currently drafted, the legislation exempts some collective bargaining agreements but not others. The legislation should exempt all collective bargaining agreements (CBA). The policy arguments which support exempting CBAs apply across the board. Employees who are members of a union have elected representation to negotiate with employers on precisely these issues. If CBAs are not exempted, employers will be placed in the untenable situation of deciding whether to comply with their contractual obligations in the CBA or the law as enacted.

Accommodate small employers. Smaller employers lack the staffing flexibility and economic resources to accommodate and pay for absent employees. Additionally, the law imposes a significant administrative burden in terms of tracking and paying for leave, which falls disproportionately on smaller employers. The legislation should exempt employers with fewer than 10 employees, or require that the sick leave they must provide be unpaid rather than paid.

Allow employers to self-certify compliance, or provide a certification process. Employers should have access to a compliance process to ensure they are meeting the requirements of the law and eliminate uncertainty and litigation over compliance. The Oregon Bureau of Labor and Industries issues advisory rulings on 'prevailing wage' projects; a statutory paid sick leave program necessitates a similar program to assist employers in confirming compliance and ensure that employees are protected by the statute.

Clarify definitions, notice requirements, and scope.

The proposed definition of "family member" expands the definition used in the Oregon Family Leave Act by adding vague language about "blood or affinity" and "close association." The existing definition in the Oregon Family Leave Act (which, notably, has always included same sex partners as well as "in loco parentis"

situations) is sufficient, clear, and workable. The proposed expansion is vague and would require both employers and employees to debate what constitutes “the equivalent of a family relationship.”

Language in proposed Section 7 requires employees to comply with an employer’s notice requirements for requesting time off but also allows employees to call in “as soon as practicable.” The proposed “as soon as practicable” enables employees to avoid reasonable call-in requirements and invoke statutory protections to ignore such requirements. The “as soon as practicable” language should be deleted.

Language in proposed Section 8 regarding medical verification should be modified so it addresses situations where employees do not necessarily work 8-hour days. The law as written only allows an employer to seek medical verification when an employee takes “more than 24 consecutive hours” of sick time. That language should be modified (“more than 24 consecutive hours or over 3 consecutive work days”) to encompass such situations. Similarly, this section should allow an employee to seek medical verification in situations of suspected abuse (use of sick time on or adjacent to weekends, holidays or vacations, requested but denied time off, etc.).

Finally, employers and employees remain confused about what happens when an employee has used accrued paid time off for non-sick leave purposes (a vacation), and then falls ill. Seattle’s ordinance clearly and directly addresses this issue, and Oregon’s state law should do the same, by adding language which states “[i]f an employee uses all paid leave for a reason not related to paid sick time, the employer is not obligated to provide additional leave for paid sick time under this statute.”

Clearly identify which existing policies will meet the requirements of the statute. The legislation should clarify when existing employer-provided paid time off programs (singly or cumulatively meet the requirements of the legislation. “Equal or better” policies need to be clearly defined in the legislation, and should not be focused solely on the legislation’s “1 for 30” hour requirement. Employers who provide more than the “1 for 30” when time off programs are considered as a whole, and over time, should be considered to be in compliance. In other words, determination of compliance must incorporate more than the “1 for 30” in the statute, and consider all of the paid time off offered by an employer (vacation, sick, PTO, holidays, floating holidays, etc.)



DEMOCRATIC PARTY OF LANE COUNTY

To: Oregon Senate Workforce Committee
Oregon House Business and Labor Committee
From: Chris Wig, Chair, Democratic Party of Lane County
Re: Support of SB 454 and HB 2005

February 16, 2015

Dear Chair Dembrow, Chair Holvey and Members of the Committees:

I am writing on behalf of the 86,822 Democrats in Lane County to urge you to pass both Senate Bill 454 and House Bill 2005 to create a statewide standard regarding paid sick leave.

Democrats in Lane County strongly believe it is in the public interest to ensure that a majority of workers have the basic right to earn and use paid sick time. By voting yes on these bills, you can make a strong statement that every family in Oregon deserves access to this essential benefit.

This vote is crucial because even a minor illness or injury can lead to a family economic crisis, and many employees fear discipline or termination for staying home or visiting a health care provider when sick.

The lack of access to paid sick time disproportionately affects working families in our state. Low-wage and minority workers, as well as workers in jobs with high levels of public contact, such as restaurant and child care workers, are significantly less likely to have paid sick time. When these workers work while ill, they risk spreading illnesses to coworkers and customers, as well as jeopardizing their own health. Furthermore, workers who don't earn paid sick time face impossible decisions about staying home with a sick child and risking their income or job, or sending a sick child to school and exposing classmates and school employees to illness.

Please contact me if you have any questions or require additional information. I look forward to working with you to build a fairer and healthier Oregon.

Your friend,

Chris Wig
Chair
Democratic Party of Lane County

DEMOCRATIC PARTY OF LANE COUNTY
Platform Committee
1/15/2015

RESOLUTION 2015.03

A resolution of the Democratic Party of Lane County
Relating to Statewide Paid Sick Time

WHEREAS, it is the responsibility of the Democratic Party of Lane County, according to the DPLC Platform of 2014, to “adopt consistent, minimum standards for earned sick time for the City of Eugene and statewide;” and

WHEREAS, the Democratic Party of Lane County has previously Resolved “That the adoption of consistent, minimum standards for paid and protected sick time promotes a sustainable, healthy, and productive workforce and a stronger overall economy. It is in the public interest to ensure that a majority of workers have the basic right to earn and use paid sick time,” and “That the DPLC will work with...our state legislators to promote a statewide sick time policy” [Resolution 2013.09]; and

WHEREAS, Senate Bill 454 has been introduced which “Requires all employers to implement paid sick time for employees,” and “Makes violation unlawful practice subject to jurisdiction of Bureau of Labor and Industries;” and

WHEREAS, Rep. Val Hoyle (D-West Eugene) has introduced House Bill 2005 which “Requires all employers to implement paid sick time for employees,” and “Makes violation unlawful practice subject to jurisdiction of Bureau of Labor and Industries.”

THEREFORE, the Democratic Party of Lane County Resolves:

SECTION 1. To endorse and support the passage of Senate Bill 454 in the Oregon Senate.

SECTION 2. To endorse and support the passage of House Bill 2005 in the Oregon House.

SECTION 3. To work alongside our Democratic legislators as they continue to advocate for workplace reforms that improve the economic situation and quality of life for working families in Oregon.

Resolved by the Central Committee of the Democratic Party of Lane County,
Assembled in Eugene, Oregon, January 15, 2015.

Signed:

X _____

Chris Wig

Chair

X _____

Celine Swenson-Harris

Secretary

DEMOCRATIC PARTY OF LANE COUNTY
PLATFORM & RESOLUTIONS COMMITTEE
11/21/2013

RESOLUTION 2013.9

A RESOLUTION OF THE DEMOCRATIC PARTY OF LANE COUNTY OF OREGON

Relating to Paid & Protected Sick Time for Eugene Workers

WHEREAS, 51% of Eugene workers have no paid sick time to deal with their own and their family's health needs; and

WHEREAS, Even a minor illness or injury can lead to a family economic crisis, and many employees fear discipline or termination for staying home or visiting a health care provider when sick; and

WHEREAS, Low-wage and minority workers, as well as workers in jobs with high levels of public contact, such as restaurant and child care workers, are significantly less likely to have paid and protected sick time. When these workers work while ill, they risk spreading illnesses to coworkers and customers, as well as jeopardizing their own health. Furthermore, workers who don't earn paid or protected sick time face impossible decisions about staying home with a sick child and risking their income or job, or sending a sick child to school and exposing classmates and school employees to illness; and

WHEREAS, Paid or protected sick time enables workers to see a healthcare provider during regular hours and to obtain preventive care services, which reduces the burden on and cost of hospital emergency services. It is estimated that universal access to paid sick time would prevent approximately 34,000 emergency department visits annually in Oregon among private sector workers and their families, resulting in a health care cost reduction of about \$29 million annually; and

WHEREAS, Paid sick time is considered a standard in most workplaces worldwide and is required in every industrialized country in the world except the U.S. At least 145 of the 196 countries in the world mandate some form of paid sick time, as do the state of Connecticut and several large American cities (including Portland, New York, Seattle and San Francisco); and

WHEREAS, a paid sick time standard will reduce the competitive disadvantage that many responsible employers face when they choose to provide paid sick time to their workers.

THEREFORE, THE DEMOCRATIC PARTY OF LANE COUNTY, OREGON, RESOLVES AS FOLLOWS:

SECTION 1. That the adoption of consistent, minimum standards for paid and protected sick time promotes a sustainable, healthy, and productive workforce and a stronger overall economy. It is in the public interest to ensure that a majority of workers have the basic right to earn and use paid sick time, and all workers should have access to protected sick time, even if it is not required that they be paid for that time.

SECTION 2. That the DPLC calls upon the Eugene City Council to draft a citywide paid and protected sick time policy for public consideration.

SECTION 3. That the DPLC will work with the “Everybody Benefits Coalition of Oregon” and our state legislators to promote a statewide sick time policy.

**RESOLVED BY THE CENTRAL COMMITTEE OF THE DEMOCRATIC PARTY OF LANE COUNTY,
ASSEMBLED IN EUGENE, OREGON, NOVEMBER 21, 2013**

Signed:

X _____
Julie Fahey
Chair

X _____
Andrew S. Becker
Secretary



NAACP
Eugene ~ Springfield Branch
www.NAACPLaneCounty.org

February 16, 2015

To: Senate Workforce and House Business and Labor Committees
From: Eric Richardson, President, Eugene-Springfield Branch of the NAACP
Re: Support of SB454 and HB2005

Dear Chairs Dembrow and Holvey and Committee Members,

One of many great things about living in Oregon is the real effort so many of us make to create a state where everyone is valued. But there are times when we must take action and make changes to improve the lives of working people.

In my home town of Eugene last year, our policy leaders did the right thing and passed the inclusive sick days policy we need and deserve. Before them, Portland ensured most workers there had paid sick time, too. Now you have an opportunity to take a step forward for our friends and neighbors who don't have access to paid sick time where they work, all across Oregon.

We must stand up together for those who are less likely to have access to paid sick time and are more challenged by not having it than others: people of color, low-wage workers, and single parents.

Many of these neighbors have no choice but to work sick when the inevitable illness arises, or when they have a sick child, because they aren't able to take even a single day off. This leads to very real repercussions for these families, and for our entire state.

For too many folks, even just one or two days of lost pay can equal that month's grocery bill, or the tank of gas that gets them to their job. This is especially true for families of color. In our state, 30% of Latinos, African-Americans and Native Americans are living in poverty, something that makes sick days integral to helping families get out of poverty, and can help keep others from the brink.

Sick days are just one important way we can increase equity, improve economic security, and make the workplace more fair and just for all.

Don't let this opportunity to make real change pass by. Commitment calls for action. If we are truly a state that values our people then we must support paid sick days for all.

This is an important moment in our history. You can help to remove this barrier to success for working families, improve public well-being, and ensure that *all* people have the same opportunities to care for themselves and their families; to be healthy, safe, and to have dignity at work.

Sincerely,

Eric Richardson
President
NAACP, Eugene-Springfield Branch

February 16, 2015

To: Senate Workforce and House Business and Labor Committees
From: Gloria Vargas, Owner & Operator, Gloria's Secret Cafe, Beaverton
Re: Support of SB454 and HB2005

Dear Chairs Dembrow and Holvey and Committee Members,

My name is Gloria Vargas, I own Gloria's Secret Cafe in Beaverton. Thank you for the opportunity to get my thoughts heard on this issue. I am writing today in support of HB 2005 & SB 454, creating a state-wide paid sick days standard for all employers in Oregon.

I have run my business for 12 years on my own. I started at Farmers' Markets and then became a vendor at New Seasons. I came into the restaurant business mostly by accident, I needed a bigger kitchen to keep up with the demand from New Seasons and the farmers market. I was never really planning on opening up a restaurant myself.

Now that I do have a restaurant, I've learned a lot—a lot about community. My community supports me, and I want to make sure to support them in return. I want to grow, and hire staff, but I want to do it right. I want to pay good wages and provide basic benefits like paid sick days, but in order for me to do that, my competitors, like the big chain restaurants, need to also. That's why Oregon needs a paid sick days standard like the one proposed in HB 2005 & SB 454.

Risking our customers' and the community's health, is not worth it. If employees get the chance to take care of themselves or loved ones when they are ill, it will benefit their quality of life and that of the customers they serve.

I recommend that all business owners take care of your employees, they're what helps to keep your business going. It cuts down on disease and makes life better for everyone.

Make the right choice for our community—make the right choice for Oregon. Please pass HB 2005/SB 454.

Thank you,
Gloria Vargas
Gloria's Secret Cafe

February 16, 2015

To: Senate Workforce and House Business and Labor Committees

From: HOLLY TELERANT, STATE EMPLOYEE

Re: Support of SB454 and HB2005

Dear Chairs Dembrow and Holvey and Committee Members,

My name is HOLLY TELERANT and I am an attorney for a state agency in Salem and a mother of two children under the age of five.

I am writing in support of the paid sick leave provisions in SB454 and HB2005 because I believe paid sick leave is absolutely essential to keeping children, parents, and workers both healthy and sane.

No working mother feels great about dropping their infant off at daycare for the first time. But it is something that thousands of us do. My own children have been in day care from the time they were infants. And in that time, they have gotten every virus known to Portland, Oregon—especially in the first couple years of their lives. There was asthma, and a brief hospitalization at Dornbecher, but most of the time it was just colds—colds that turned into ear infections, eye infections, croup, or bronchitis; viruses that brought rashes and hives and vomiting. On those days, my kids would be excluded from daycare, and my husband and I would scramble to take care of them. With no family in town and a husband who frequently travels for work, it was often up to me. Had I not been employed at a state agency where I am entitled to paid sick leave, as well as job protection under FMLA and OFLA, I am certain I would be not be working outside the home today.

For me, having children transformed my relationship to my work. I have always been motivated to work hard, and now I am more efficient than ever. But now I have new motivations, like providing for my family and setting an example for my children that good, committed work is an end in itself. But I couldn't do it without paid sick days.

All working parents should have the security of knowing that their world won't fall apart every time their child gets an ear infection—we all have so much worry, so much love, so much concern for our kids—no one should have to have the additional worry of losing a job or not being able to pay the rent just because they need to take some time to care for a sick child. Paid sick leave is good for our kids and their daycares, it's good for our workers and their workplaces, and it's good for our state.

Sincerely,

Holly Telerant, Portland, OR

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

Website: <http://harrang.com>

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

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



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ECUMENICAL MINISTRIES *of* OREGON

Interchurch Center, Suite B ■ 0245 SW Bancroft Street ■ Portland, Oregon 97239
phone (503) 221-1054 ■ *fax* (503) 223-7007 ■ *Web site* www.emoregon.org

February 16, 2015

To: Senate Workforce and House Business and Labor Committee
Re: Support of SB 454 and HB 2005

Dear Chairs Dembrow and Holvey and Committee Members,

For too many families in Oregon, taking a child to the doctor or staying home with the flu means losing pay—or even a job. Just a few paid sick days a year can provide working families with a much needed measure of economic security, especially in these tough economic times. That is why Ecumenical Ministries of Oregon (EMO) urges you to vote for SB 454 and HB 2005, allowing all Oregon employees to earn paid sick time. This policy will help Oregon workers keep their jobs, support their families, stay healthy and prevent poverty.

Ecumenical Ministries of Oregon (EMO), a state-wide ecumenical and interfaith organization, is committed to the welfare of all children and the overall health and economic stability of families and communities. Our social principles state:

“We are called to ‘love justice’ and to act in solidarity with those on the margins. Justice requires us to establish social and economic systems that encourage, enable and empower all people to develop and use their capabilities to meet their needs and to contribute to the social welfare. Properly functioning market economies require both ethical and legal regulation to safeguard public health and protect the health and well-being of workers, consumers and the general public. EMO supports government action when necessary to promote these values.”

The debate about paid sick leave, at its core, is about values. It is undisputed that high percentages of low-income workers, particularly women and Latinos, currently lack the access to paid sick leave taken for granted by more privileged populations. While only 18 percent of the highest wage earners lack paid sick time, a shocking 47 percent of private-sector workers don't earn a single hour of paid sick time while they work. Of those, certain groups are less likely to have access to paid sick time and are more challenged by not having it than others, including people of color, low-wage earners and single parents. Seventy-one percent of low-wage workers in Oregon don't earn paid sick days while they work. The lack of paid sick time has a profoundly negative effect on the workers and on their entire, interconnected community.

Working parents shouldn't have to choose between staying home to take care of a sick child and keeping their jobs. Cash-strapped families shouldn't have to lose pay when illness strikes. By making paid sick time available, employers increase productivity and save money in the long run. Employees who come to work sick are less productive, recover more slowly and are likely to spread illness to co-workers and to the community.

We urge you to pass SB 454 and HB 2005. Allowing workers to earn sick time is not only smart business policy; it is a just and ethical policy that benefits employers, workers and their families.

Sincerely,

Jan Elfers
Ecumenical Ministries of Oregon
Public Policy Director

February 12th, 2015

TO: Senate Committee on Workforce, Senator Dembrow, Chair
House Committee on Business and Labor, Rep. Holvey, Chair
FROM: Jon Bartholomew, Government Relations Director, AARP Oregon
RE: AARP Support for Paid Sick Leave legislation – SB 454 and HB 2005

AARP Oregon is pleased to offer our support for SB 454 and HB 2005, the Paid Sick Leave bills. This legislation benefits more than just the individual who receives the paid sick leave – it has positive impact for employers and consumers as well.

The positive impact is obvious for the individual who receives the paid time off. Thousands of our members, regardless of their age, work to make ends meet. Many are or will be caregiving for loved ones. Some are working beyond “retirement” age at minimum wage jobs to supplement Social Security so as to afford every day expenses. For them, taking a day off without pay can mean the ability to pay rent, pay for food, or pay for medications. Working while ill can spread illness and aggravate other chronic conditions. If an individual has a few days they can take off to recuperate or take care of an ill loved one, it can make a significant difference in their quality of life.

There are positive impacts for employers and consumers as well. Employers may experience less turnover of their best employees who otherwise might be seeking employment elsewhere with a more generous sick leave benefit. Employers may also experience more productive work days from employees who take time off to get well or provide care to loved ones. Consumers and fellow employees will be less likely to be exposed to workers who come to work ill because they feel they can’t take the time off. For vulnerable adults with compromised immune systems, this could literally be a life or death matter.

AARP Oregon thanks the sponsors for introducing this important legislation, and we urge the committee to support it.



As an Oregon citizen I strongly support earned sick leave legislation. Workers should not have to fear losing their job to care for a loved one or to take care of themselves when ill. Such circumstances disproportionately affect people of low income, people of color, and single parents. Such a policy would also reduce the spread of illness from one worker to another, such as during flu season.

Such legislation allows workers to take care of family members without the fear of losing their job. This bill is good for individuals, it is good for families, and it is the right thing to do.

Sincerely,

Kellie Barnes

February 16, 2015

To: Senate Workforce and House Business and Labor Committees

From: Kelly Nichols,

1st/2nd Grade Teacher,

Portland Public Schools

Re: Support of SB454 and HB2005

Dear Chairs Dembrow and Holvey and Committee Members,

My name is Kelly Nichols and I am a 1st and 2nd grade teacher with Portland Public Schools. Thanks you for the opportunity to submit testimony to you tonight.

As a teacher, I see first-hand what a cold or the flu can do to a classroom full of kids. I know that when one of my students gets sick, what's best for them is to stay home and rest up. Unfortunately not every student is able to do that.

When a parent doesn't have paid sick days at work and their child gets sick, they're forced to make a choice between staying home with their child and losing pay, or sending their child to school anyway so that they can go to work and earn the money they need to provide for their family. That's a hard choice, and many times, as I've seen over the years, when a parent doesn't have paid sick days, they'll decide that they have to send their child to school because there's no one at home to take care of their child. When these kids come into the classroom sick, the cycle just keeps repeating itself, with more sick kids, and more sick parents, and more parents having to decide whether they can afford to stay home or if they have to send their child to school sick.

Oregonians have got to know and understand that this is a real problem. Forcing hardworking parents to make a choice between taking care of their children and being able to provide for their children is impossible and unfair.

Every Oregonian should get paid sick days, please pass SB454 and HB2005.

Thank you again for your attention.

February 16, 2015

To: Senate Workforce and House Business and Labor Committees
From: Laura Illig, Eugene, OR
Re: Support of SB454 and HB2005

Dear Chairs Dembrow and Holvey and Committee Members:

My name is Laura Illig and I am a parent, a small business owner, and a supporter of paid sick time for all Oregon workers.

Among other things, paid sick leave is a women's issue. Our society and our economy succeed best when every citizen has an equal opportunity to participate. Yet without paid sick leave and similar pro-family policies, more than half of our talent pool is left without the chance to fully contribute and compete.

We all know that the burden of childcare continues to weigh more heavily on working mothers than on working fathers. We also know that women in Oregon on average earn a meager 79 cents for every dollar earned by men.

When we fail to support those whose place in the economy is most precarious, we fail them. By squandering women's and others' willingness to work, we handicap our collective chance at prosperity. Women and those who toil at the margins of our often brutal economy have earned our respect and deserve equal opportunity in the marketplace.

Sincerely,
Laura Illig

February 16, 2015

To: Senate Workforce and House Business and Labor Committees
From: Health Care for All Oregon

Re: Support of SB 454 and HB 2005

Dear Chairs Dembrow and Holvey; and Committee Members,

Health Care for All Oregon is a statewide coalition of over 100 organizations dedicated to health reform efforts leading to universal, publicly funded health care. We have 14 local chapters and our database of statewide supporters is nearing 15,000 Oregonians. Over 100 small business owners and 120 physicians are among our statewide supporters.

The Health Care for All Oregon Board recently voted to join Oregon Health Equity Alliance and endorse its health equity agenda, including supporting SB 453 and HB 2005 to create a statewide sick leave policy in Oregon.

A state sick leave policy helps fulfill two of HCAO's founding principles - universality and equity. 95% of Oregonians are now covered by health insurance or other plans, however what good is coverage if a worker can't take time off to go to the doctor? Were we to achieve universal health care tomorrow, what becomes of the 47% of private-sector workers who don't have paid sick leave, many of whom can't afford to take the time off to seek care?

Many of the 71% of low-wage workers in Oregon who don't get paid sick leave are from communities of color. They often face even greater challenges to taking time off from work. If loss of income was not enough, loss of one's job for taking a sick day is still legal under Oregon law.

Please join cities, counties and states across America in taking this historic step towards improving public health and basic worker protections by passing SB 454 and HB 2005.

Respectfully yours,



Lee Mercer, President
Health Care for All-Oregon (HCAO)

Date: February 16, 2015

To: Senate Workforce and House Business and Labor Committees

From: Linda Seymour, MSW, LCSW (OR 1683)

Re: Support of SB454 and HB2005

Dear Chairs Dembrow and Holvey and Committee Members:

My name is Linda Seymour, and I am a Licensed Clinical Social Worker currently in private practice. I worked for 25 years in a private non-profit agency providing mental health services to children and their under- or marginally employed parents. Every day I saw the impact of chronic financial stress on my clients. Few of them had the benefit of paid sick leave.

Many of us do not experience that stress. We have had the good fortune of good enough genes, good enough role models, good enough health, good enough educations. We have good enough jobs with good enough benefits.

This quiz will help you better understand the lives of the families I've served, the people without such good fortune. Please put yourself in these shoes for a moment, and pick the best option available to you, without paid sick leave:

1. You are a single parent. Your child wakes up this morning, vomiting, with 102 fever. Your choices:
 - A. Send her--probably contagious-- to school
 - B. Leave her home alone, or
 - C. Forfeit 8 hours of pay at your \$9.10/hr job. Your electric bill will have to wait.

Which option would you choose?

2. Your 10 year old son who had been sexually molested at his daycare center at age 4, has gotten in trouble at school for making inappropriate gestures and comments. The school counselor recommends an 8 week treatment group, to head off further problems. You will miss one hour of work every Monday afternoon for two months. If you don't lose your job for simply requesting the time off, it'll cost you \$80 in much needed family income, plus gas money to get there. Choose from two options:
 - A. Risk your job, take the financial hit, and get your kid the treatment he needs; or
 - B. Skip the group and hope for the best.

3. You have a family history of breast cancer. You discover a lump. You get to the doctor by skipping lunch. The doctor says come back for a mammogram. Your boss was not happy the last time you needed to make a medical appointment during work hours, and warned you not to "push your luck."
 - A. You "push your luck" and make the appointment, figuring your life is more important than your job.
 - B. You "push your luck" and don't make the appointment, figuring you need the job, and hoping it's nothing anyway. You'll make the appointment if the lump gets bigger.

What do you choose?

Nobody should be forced to make decisions like these. Nobody. Do the right thing: Support these bills. Thank you.

Linda Seymour MSW, LCSW



City Manager's Office

City of Eugene
125 East 8th Avenue
Eugene, OR 97401
(541) 682-5010
www.ci.eugene.or.us

February 16, 2015

The Honorable Michael Dembrow, Chair
Senate Committee on Workforce

The Honorable Paul Holvey, Chair
House Committee on Business and Labor

RE: SB 454 & HB 2005 – Relating to mandatory provision of sick time

Chair Dembrow, Chair Holvey and members of the committees:

The City of Eugene supports SB 454 and HB 2005, which will require paid sick days for all employees. Mandatory paid sick leave will promote a sustainable, healthy and productive workforce and school population, and ensure that all persons will have the right to earn and use paid sick leave.

A key aspect of the bill that is central to Eugene's support is Section 10, where cities are not preempted from adopting their own policies that provide for greater use of paid or unpaid sick time. To that end, Eugene has already adopted an ordinance to establish paid sick leave for employees working within the city.

On July 28, 2014 the Eugene City Council passed a law that allows everyone working within the Eugene city limits to accrue, and be able to use, paid sick time at work. The Eugene Sick Leave Ordinance is scheduled to go into effect on July 1, 2015; however, that implementation could be delayed, based on Council Action on February 2, 2015 approving a motion to hold a public hearing to consider testimony on delaying implementation of the ordinance should the Oregon Legislature pass sick leave legislation that is "equal or better" than Eugene's.

The City of Eugene strongly recommends support for SB 454 and/or HB 2005.

Sincerely,

Lisa A. Gardner
Government Relations Manager

February 16, 2015

To: Senate Workforce and House Business and Labor Committees
From: Luis Manriquez, MD
Re: Support of SB454 and HB2005

Dear Chairs Dembrow and Holvey and Committee Members,

Thank you for the opportunity to share my views about SB 454 and HB 2005. I am a family medicine physician and I work at OHSU. I can not be at the hearing today in person because I will be working the overnight shift.

You are expecting me to tell you about patients that come to the clinic or go to the Emergency Room sicker than they would have been if they had a paid sick day and could get off work. I will not disappoint. I have had many patients show up in the ER because it was the only place open once they got off work and needed to be seen.

I remember an 8 year old girl who went to school sick because her mother had nowhere else to send her while she went to work. Her pneumonia was discovered late that evening when her mother was finally off work. What illness was spread by a girl with pneumonia sitting in class all day I cannot say, those children were not my patients. But they are all someone's children and our collective responsibility to protect. Delayed access to care and the cost of the emergency care that would have been better addressed in clinic is an obvious and expensive travesty.

Thankfully most people have the good sense to stay home when they are ill so that contagion is minimized, it is the common sense thing to do. Unfortunately, this common sense is overrun when someone is living paycheck to paycheck or has no partner to share the duties of house and home. They have to work to make ends meet so they suck it up and go to work or take the kids to school. In this way, the demands of our society ensure the spread of disease.

It is very common now in public health and even medical circles to hear of the social determinants of health: those social factors which predispose people to disease and infirmity. Often the topic is raised with great fanfare and many statistics to show how social conditions dwarf medical care in terms of the health of the population, and these statistics are true.

Paid sick leave is a clear example of a legislative action to address a social determinant of health. It is the right thing to do from an economics perspective and more importantly it will improve the health of society as a whole. It is an ideal public health intervention as it helps the sick individual and also protects the rest of the public by limiting exposure to the sick. It protects the most medically vulnerable who are at greatest risk and also helps those at the bottom of the ladder, the working poor struggling to make ends meet. For all these reasons paid sick leave is common sense and good medicine. The great physician Virchow once wrote "politics is nothing but medicine on a grand scale". Paid sick leave is the type of medicine he was talking about and the type we need in Oregon.

Thank you.



Amigos
Multicultural Services Center
PROMOTING RESPECT FOR HUMAN RIGHTS

February 16, 2015

To: Senate Workforce and House Business and Labor Committees

From: Amigos Multicultural Services Center and youth members of its youth group Juventud FACETA

Re: Support of SB454 and HB2005

Dear Chairs Dembrow and Holvey and Committee Members,

Amigos MSC's mission is to promote respect for the human rights of immigrants from Latin America, particularly youth and young adults, whose dignity and capabilities have been challenged by poverty, unjust treatment, and social exclusion. Our vision is a society in which Latino immigrant communities receive just and equitable treatment, and experience both respect and inclusion when interacting with institutions that have been insensitive to their needs and their human dignity. We work to achieve this by providing a platform from which marginalized Latino members of the community can be raised above the methods of oppression that exist in our community.

The Board of Directors of Amigos and Youth members in Juventud FACETA believe in the right of people earning paid sick time. All families in the state deserve access to time to recover from illness or to take care of children when they are sick. The reality is that not all employers offer paid sick time to their workers and won't do it unless there is a law requires them to do it.

Latino immigrant families value the importance of hard work and teach their children of it – but then we see our families working hard and not get something as basic as paid sick days. In the current economic climate, in which 30% of Latinos in Oregon are living in poverty, paid sick leave could make a huge difference for our families.

We know that this is an issue that affects all communities, however among Latino workers in Oregon – our parents, aunts, uncles, neighbors and friends – 66% have no paid sick time. And yes, this has profound effects on our families' capacity to pay the rent, keep food on the table, stay healthy, and even keep our kids in school.

Our families are a part of Oregon and we deserve to live with dignity, including when we get sick, just like everyone else. Unless there is a law to equalize the playing field creating fairness there will be too many without time for self-care or able to care for their sick family members. Please pass paid sick time legislation now.

Sincerely,

Maria Mendez,
Amigos Board President
Juventud FACETA graduate

21 NORTH GRAND
EUGENE, OR 97402
Phone: 541. 746.6022
amigosms@amigosmsc.org
www.amigosmsc.org
www.juventudfaceta.org

“We can't prepare the future for our youth, but we can prepare our youth for the future”.
President Roosevelt



Amigos
Multicultural Services Center
PROMOTING RESPECT FOR HUMAN RIGHTS

21 NORTH GRAND
EUGENE, OR 97402
Phone: 541. 746.6022
amigosms@amigosmsc.org
www.amigosmsc.org
www.juventudfaceta.org



February 16, 2015

To: Senate Workforce and House Business and Labor Committees
From: Dr. Mark Gabriel, Owner, The Wellness Center, Portland
Re: Support of SB454 and HB2005

Dear Chairs Dembrow and Holvey and Committee Members,

My name is Dr. Mark Gabriel, I own and practice at The Wellness Center, based in NE Portland, and have 4 employees. We are a chiropractic center that offers treatment for spine-related issues such as back pain, neck pain, and sciatica injury rehabilitation. We offer additional wellness services including massage therapy and an effective weight loss program. At The Wellness Center, we take personal interest in our patients and care about their complete health, so an issue like paid sick days is very important to me. I am writing today in full support of HB 2005 & SB 454, creating a state-wide paid sick days standard for all employers.

Being a doctor, individual and public health are constantly on my mind. I've seen first hand the consequences that we must face as a community when illness spreads. When employees don't have access to paid sick days, and are forced to choose between paying bills and going to work sick, there is a serious public health risk.

Millions of people may have been infected with the H1N1 virus by co-workers who came to work sick. Like other health codes, this is an area that affects all of us as a community and requires a minimum standard. The vast majority of workers with no access to paid sick days are those working closely with the public, handling food, or caring for our loved ones—this poses a very serious risk of spreading illness.

Further more, it's a healthy equity issue. All workers—no matter where they work—should be able to care for themselves and their dependent family members when routine illness strikes—and still pay their bills.

Since I have less than 5 employees, currently my business is required by Portland law to provide protected time to my staff, but I choose to provide paid sick days. In SB 454 & HB 2005, I see that the standard is the same for all employers, regardless of size, and I support that. After all, everyone gets sick now and then, and still needs to be able to pay all of their bills each month—no matter what size business you work at.

Please make the right choice for Oregon, our small businesses, friends and families. Please pass HB 2005/SB 454 and make sure that no Oregonian needs to make the impossible choice of going to work sick and keeping food on the table.

Thank you,
Dr. Mark Gabriel
The Wellness Center



February 16, 2015

To: Senate Workforce and House Business and Labor Committees
From: Mark Kellenbeck, co-owner, BrainJoy, LLC, Medford
Re: Support of SB454 and HB2005

Dear Chairs Dembrow, Holvey and Committee Members,

My name is Mark Kellenbeck. My wife and I own BrainJoy, LLC in Medford; and I am the Co-Chair of The Main Street Alliance of Oregon. We support SB 454/HB 2005, a state-wide paid sick days standard for Oregon.

Increasing access to earned sick leave has a number of benefits for small businesses. These include protecting workplace productivity, decreasing turnover and associated costs and reducing health care costs. The loss in productivity to the U.S. economy due to illness in the workplace has been estimated at \$160 million annually, with the lion's share of this coming from employees going to work sick. Data suggests that employees who have the benefit of paid sick time are less likely to leave their jobs than those who do not, reducing turnover and associated costs. When employees have the opportunity to earn paid sick time they are more likely to stay home when they are ill, get healthy and return to work sooner, avoiding spreading illness to fellow employees and customers.

As a small business owner, retaining well-trained and valued employees, and thereby reducing turnover and associated costs is one of our top concerns. To put it more simply, we believe that if we take care of our employees, they will take care of us and our businesses will thrive. Earned paid sick days is really just a basic employment standard, like worker's compensation or child labor rules. That's why we support HB 2005/SB 454, and increased access to earned sick leave in the state of Oregon. It's the right thing to do.

Thank you for your time.

Sincerely,

A handwritten signature in blue ink that reads "Mark S. Kellenbeck". The signature is written in a cursive style.

Mark Kellenbeck
BrainJoy, LLC

It's hard to believe that this is not already law. The people who are least likely to earn sick leave are the people who are serving you in restaurants – and not just fast food places. They are the last people you want coming in to work when sick and contagious.

As you can see from the e-mail address, I like you, work for the State of Oregon. I've worked here long enough that I have accrued about 11 weeks of sick leave, and that's after using time for: my mother's heart surgery; my husband's 4th double hernia operation and recovery; an emergency room visit or two; several long series of physical therapy appointments for wrist and metatarsal injuries; a couple of bike crashes; plus all the regular maintenance medical and dental visits one should make to remain healthy and productive. I know if I need to take the time, I have it and will not be fired or reprimanded for it.

Every other working person in this state should feel equally supported in their efforts to maintain both their health and the health of those around them. Please add my name to your list of enthusiastic supporters. While what is proposed seems minimal, it will be a huge step forward from the unhelpful place we are now.

Marsha Hanchrow
971-673-2011

February 16, 2015

To: Senate Workforce and House Business and Labor Committees
From: Martin Donohoe
Re: Support of SB454 and HB2005

Dear Chairs Dembrow and Holvey and Committee Members,

Thank you for the opportunity to share my support for HB 2005 and SB454. I am a senior physician at Kaiser Permanente Sunnyside Hospital, an Adjunct Associate Professor in the Department of Community Health at Portland State University, and I also serve on the Board of Advisors of Oregon Physicians for Social Responsibility. I am also the father of a 14 month old girl, and thus concerned about her exposure to infectious diseases. Since I cannot be at this week's hearing in person, I am submitting this testimony in writing on behalf of myself and Oregon Physicians for Social Responsibility.

The flu hit hard and fast this year, and expert advice on how to avoid and manage it was everywhere. One consistent recommendation — a plea, really — was for sick people to stay away from others to prevent contagion. In other words, don't go to work or school sick, because when people don't, contagion decreases and everyone stays healthier.

Yet, 47% of private-sector workers in Oregon don't earn a single day of paid sick time while they work. Nationally, eight in 10 low-wage workers — those least able to afford lost pay — lack paid sick days. This forces too many of our friends and neighbors to make an impossible choice that affects all of us: work sick and spread illness or stay home and lose income, or a job that they can't get by without, and with that possibly their health insurance.

Thinking back to the H1N1 epidemic in 2009, the Institute for Women's Policy Research calculated that nearly eight million Americans went to work while infected that year, spreading the virus to another seven million of their co-workers. Seven million people who couldn't stay healthy because contagious co-workers — who should have been home — infected them.

That kind of contagion — and associated productivity losses and costs to Oregon's Medicaid program and other insurers — can be greatly reduced when people stay home from work and school, as public health officials recommend. But they often don't because without access to paid sick days many employees fear losing pay or even their job. Lack of paid sick days is a barrier to good personal and public health, and it's one that we can and should remove.

Furthermore, health care costs are higher when people delay care, skip preventive care, and rely on more expensive off-hours services. Research shows that workers with paid sick days are less likely to delay medical care for themselves or for family members. And we all know that delaying needed care only costs more — and makes people less healthy. Access to paid sick days is also associated with lower usage of hospital emergency departments, a finding that holds true for those workers and families with private health insurance, those with public health insurance (like Medicaid or SCHIP), and those with no health insurance.^[1]

I am very pleased that the state of Oregon is seriously considering a solution to this significant community health problem, and I urge you to quickly ensure that all workers in Oregon earn a reasonable amount of paid sick time. The whole state will benefit and our health care system will cost less when we all earn paid sick days while we work.

Sincerely,

Martin Donohoe, MD, FACP

[1] IWPR, Paid Sick Days and Health: Cost Savings from Reduced Emergency Department Visits, November, 2011.

February 16,2015

To: Senate Workforce and HouseBusiness and Labor Committees
From: Mary Minniti , CPHHQ
Re: Support of SB454 and HB2005

Dear Chairs Dembrow and Holvey and Committee Members,

My name is Mary Minniti and I am a concerned community member as well as a certified professional in healthcare quality (CPHQ). I am writing to urge you to support SB454 and HB2005. I have worked in both the social service and health care fields for over 30 years. During that time, I was fortunate to work in both public and private organizations that provided benefits to employees, including sick day coverage. While there were few times I needed to use it, when I did I appreciated knowing that I was not in jeopardy of losing my job or suffering a devastating economic blow to our financial stability. I remember in 1986 when my 6-year old daughter developed pneumonia and was hospitalized for a week. What started as a normal cold very quickly turned into a deadly pneumonia. The thought of having to go to work instead of being there in the hospital is beyond comprehension. However, if I had no sick days accrued, as the sole wage earner in the family, I might have had to make this hard choice.

At that same time, I worked assisting individuals living in poverty to find meaningful employment. These individuals, many of whom were single mothers, lacked education and experience. They began their climb out of poverty in low wage jobs that didn't offer a sick day leave. For them, there was tremendous pressure to ignore their own health issues, send children to school ill, or skip preventative care for them. The risk of job loss or significant financial hardship made the healthy and safer choice more difficult.

Every day, a parent or individual is weighing options when they or their loved one wakes up with a fever, a slight cold or worse. Do I stay home to address the health issue or do I go to work and hope it gets better on its own? Many employees without sick leave will choose to go into the public environment of school or work and hope for the best. They bring with them infectious disease that spreads to others. When I worked in a local health care facility, the threat of H1N1 was grave with a risk of widespread illness. People were asked to stay home for the greater good, if they had early symptoms of illness. However the cost to some members of our community was job or income loss, if they did not have earned sick days. So they went to work, often in jobs with high public contact (food service, retail). By doing so, they exposed others to the threat of exposure to those contagious illnesses. When this occurs we all bear the cost of policies that do not support healthier choices.

Times have improved since 1986. We are a more just and equitable society with the Affordable Care Act helping improve access to health care coverage. However, if I now have coverage but cannot take time from my work schedule to see the doctor for preventative or acute illness, do I really have access? The rising cost of health care is staggering for individuals and employers. The best care is primary care where preventative and chronic conditions can be treated for far less money than the hospital emergency room. However, primary care is most often provided during typical business hours 8 – 5pm, with limited appointments during the evenings or Saturdays. Many low-income wage earners utilize the emergency department for these services because taking time off from work results in loss of pay or employment.

Sick Day policies that are earned through an individual's hard work help facilitate choosing the right place for the right care. Accessing primary care helps lower health care costs and unnecessary emergency room visits. Studies have shown that the participation of family members in outpatient visits for both adults and pediatric patients improves communication between provider and patient, results in better medication adherence, and positive health outcomes. During hospitalizations, the presence of family as essential allies to the health care team increases safety and access to needed information for decision-making, and can reduce a hospital length of stay. Sick Day policies allow individuals to support other family by being present for these office visits or hospitalizations.

Recently, we have had cases of measles and whooping cough in our community. This is due to our low vaccination rates and the number of parents who send their children to school or childcare when they cannot take time from work because they have no sick day allowances. This fall, my granddaughters, ages 5 months and 3 years, were exposed to and contracted whooping cough from a sick child who was not kept home. Even though the eldest was up-to-date on her vaccinations, she still contracted this serious illness and brought it home to her sister. For six long weeks, my daughter had to closely monitor both her children for complications, especially the infant, who, because of her age, had an 85% risk of hospitalization. Fortunately, the baby avoided hospitalization. I wonder if this situation could have been prevented if the infected child had been able to stay home with a parent.

Our community (Eugene) has passed a sick day policy that will be implemented this year. That is good for members of my immediate community. It is the healthy option for our community and a good business decision as well. This opportunity needs to be available across the state. We cannot afford to encourage those who are ill to go to work and spread infection. We cannot afford to use the emergency room as a primary care option for those who cannot risk taking time off from work. We cannot afford to separate families from their loved ones during a health care crisis. The long-term costs are too great.

Thank you for your support of this most important legislation.

Sincerely,

Mary M. Minniti

Mary M. Minniti
27661 Crow Road
Eugene, Oregon 97402



February 16, 2015

To: Senate Workforce and House Business and Labor Committees
From: Michael Barthmus, Owner, Doppio Coffee
Re: Support of SB454 and HB2005

Dear Chairs Dembrow and Holvey and Committee Members,

My name is Michael Barthmus and I own and operate Doppio Coffee in Hood River. I am also a member of Main Street Alliance of Oregon Statewide Leadership Circle. I, and Main Street Alliance, HB 2005 and SB 454, a bill to create a statewide earned sick leave standard in Oregon.

I've been running my coffee shop for the past 7 years. Due to the nature and impacts of tourism in Hood River, we have very different work seasons - in the summer months, we employ 15 employees, and during the off-season the number drops to about 10 employees, therefore we at Doppio would be directly affected by HB 2005 and SB 454.

I currently have 1 shop manager on salary, and as of now, they are my only staff that have some kind of PTO as a benefit. I am ready and excited to begin to offer paid sick time to my all of my other employees, but it needs to come with a standard, so as to level the playing field for myself and my competitors.

For Doppio this kind of standard makes sense, and should for the rest of the service industry as well. My employees have constant contact with food, beverage, and customers, so them staying healthy is of the utmost importance. If I have an employee come into work sick, that puts the rest of my staff, and the general public as a whole at risk. Really, it's simple - if you're sick, stay home, get better, and then come back to work.

Not only would this type of standard help to keep the public safe and healthy, I've seen that when my employees are healthy they do a better job, and are friendlier to the customers. In an industry where customer-service is king, we constantly strive to be the best, and my staff getting the opportunity to stay healthy means that we can continue to offer the best customer service.

As a Main Street small business owner, I want to continue to treat my employees with the care and respect they deserve. I want to be able to make sure that when they need it, my employees can take a day or two to get healthy, so they can come back to work at 100%, and give 100% in my coffee lounge. I just want to make sure that we're all held accountable to the same standards. Just like minimum wage, a statewide paid sick leave standard, as proposed by HB 2005 and SB 454, would level the playing field for all businesses in Oregon, and make sure that all Oregonians can access to paid sick leave.

I urge you to support HB 2005 and SB 454.

Thank you for your consideration of this matter.

Regards,
Michael Barthmus
Doppio Coffee

February 16, 2015

To: Senate Workforce and House Business and Labor Committees
From: Nick Herinckx & Michael Nierengarten, co-owners, Obility b2b
Re: Support of SB454 and HB2005

Chair Holvey and Members of the Committee: Thank you for the opportunity to testify today in support of HB 2005 and SB 454.

My name is Michael Nierengarten, I am the founder of Obility, a B-to-B marketing agency located in downtown Portland. And I am Nick Herinckx, co-owner of Obility.

We opened our doors in early 2011, building our services from the ground up. Today, our fast-growing company has a strong team of 13 employees behind us—seasoned experts who provide strategy and excellence to our clients. People often ask us what has contributed to our growth. My answer to them: our talented staff. My team believes in our vision and they are genuinely proud of where they work.

As a start-up, we set out to build our company on a clear vision: doing our best work possible, focusing on efficiency, having fun and ensuring a strong work-life balance. So when it came time to create our employee benefits packages, offering paid sick days was a no-brainer.

We believe that the best way to maintain the quality of our services is to maintain the health of our team, which is why all team members have flexible hours—on top of paid sick days—where they can choose to work wherever they want. A happy and healthy team leads to happy and successful clients.

When people don't have access to paid sick time, they come to work and get everyone else sick, significantly hurting the entire team's performance as well as the company's return on investment (ROI). If my staff show up to work feeling under the weather, our policy is for their manager to ask that they instead work from home as not to get others sick.

HB 2005/SB 454 ensures that all working Oregonians can accrue paid sick time so that they can afford to stay home when they are sick.

As a small business owner, I know my company plays a vital role in our economy. I ask those who oppose this bill: is getting all of your other employees sick good for business? Is getting your customers sick good for business? Do employees who are more stressed increase ROI?

The resounding answer is no. Studies show that without sick days, employees are much more likely to come in to work when they are sick, jeopardizing coworkers' and customers' health and diminishing overall business performance. We know from experience that when sick employees are able to stay home, other team members stay healthier, and less-stressed employees are more productive.

HB 2005/ SB 454 will help keep workplaces healthy and productive and businesses strong. But it's not just good for the economy, it's also good for families.

HB 2005/SB 454 will help keep families financially secure—especially those who are struggling the most—by enabling them to stay home and take care of themselves or a loved one, without forgoing a paycheck or putting their jobs on the line. Every working Oregonian needs a few sick days. No human being should be working when they are really sick.

Like many other successful small businesses, we treat our employees like family. They are not just cogs in a machine. Our staff are human beings, the people who motivate us everyday to come to work, focus, learn and deliver. We depend on them as much as they depend on us.

Please pass HB 2005/SB 454; it makes good business and economic sense and it's the right thing to do for Oregon families.

Thank you.

February 16, 2015

To: Senate Workforce and House Business and Labor Committees
From: Mitch Rofsky, President, Better World Club
Re: Support of SB454 and HB2005

Dear Chairs Dembrow and Holvey and Committee Members,

Thank you for your consideration on this important matter. My name is Mitch Rofsky, I am the President of Better World Club. We currently have 7 employees in Oregon. Better World Club, the nation's only eco-friendly auto club, is dedicated to balancing economic goals with social and environmental responsibility. I support SB 454 & HB 2005, creating a statewide paid sick days standard.

As a business person, there is one economics lesson I learn over and over again: The marketplace is essential but not perfect. It is not perfect in a variety of ways, but a big one is that not everyone can be a winner. I don't mean winner in the sense of Bill Gates or Warren Buffett. Rather, a winner in the sense of middle class—with access to some discretionary income.

There are a surprising number of jobs where skills aren't distinctive and basic benefits are not provided. No matter how well or hard one works in those jobs, middle-class wages and benefits are not available. One of the missing benefits is paid sick days.

A more perfect marketplace would consider the personal issues that enable workers to excel at their jobs. After all, if they or a family member is sick, and they do what is necessary for the family, they risk losing a paycheck—or even their job. This kind of pressure keeps them from being as productive as they can be. Even worse, in the food industry where skills are often low and benefits non-existent, this could lead to employees working when they are sick: Infecting the customers...and the business.

When the marketplace is imperfect, there is only one institution that can fix it: the government. That's why Oregon needs HB 2005/SB 454.

Is this a burden on business? Only if a business provides the added benefits but its competitors do not. But when all employers in the state offer such standards, it is not a burden but a benefit—for all. Healthier employees add to the bottom line through reduced turnover and training costs—and more productive employees.

In fact, we believe that low-cost fixes, such as having all employers offer paid sick days for every job, can play a significant role in building a more stable middle class—increasing the number of marketplace winners.

Any business owner can tell you: When workers are happy, businesses do better. If Oregon wants to help businesses grow, it should pass HB 2005/SB 454. Businesses, employees—and the marketplace—will be better for it.

Thank you,
Mitch Rofsky, Better World Club



Great Progress for Oregon Workers

Who Would be Affected by Raising the State Minimum Wage to \$15 by 2018?

Raising Oregon's minimum wage to \$15 per hour by 2018, a proposal currently before the legislature, would constitute great progress for Oregon working families.¹

Here are preliminary estimates of the impact of the proposed raise:²

Number of workers helped: By 2018, about 589,000 workers would likely see their wages rise directly as a result of the increase.³ At the same time, another 114,000 workers earning above \$15 would also likely see their wages increase indirectly as employers adjust overall pay ladders.

Total wages gains: As a group, workers benefiting directly and indirectly⁴ from the increase would gain about \$3.2 billion in additional wages during the three-year implementation period.

Workers' gains: The gains of particular workers due to raising the minimum wage to \$15 per hour would depend, of course, on their current hourly wage and number of hours worked. At the high end of the range, Oregonians currently earning the minimum wage of \$9.25 and working 35 hours per week would gain \$10,465 in yearly income, or \$872 per month, assuming their work hours stay the same.⁵

Families with children helped: About a third of all workers directly benefiting from the increase have children. Among all single-parent workers in the state, almost half (47 percent) would experience wage gains directly as a result of the minimum wage increase.

Age of workers helped: Among workers directly affected by the increase, about 93 percent would be 20 years or older. About three-quarters (74 percent) would be 25 years of age or older. About two out of five (39 percent) would be 40 years of age or older.

Gender of workers helped: Among workers directly affected by the increase, about 53 percent would be women and 47 percent would be men.

Full-time workers helped: About 61 percent of workers who would gain a raise would be full-time workers, defined as 35 hours or more worked per week. Another 30 percent of those helped would be workers working between 20 and 34 hours per week.

College-educated helped: Among those directly affected by the increase, about 55 percent would have at least some college education. About 16 percent would have a college degree or higher.

Endnotes

¹ HB 2009 would raise Oregon's minimum wage from the current \$9.25 to \$15 hour in three steps: \$11.50 in 2016, \$13.25 in 2017, and \$15 in 2018.

² Unless otherwise noted, these estimates come from analysis by the Economic Policy Institute of Current Population Survey, Outgoing Rotation Group public use microdata, 2013Q4-2014Q3.

³ Directly affected workers would see their wages rise because the new minimum wage rate would exceed their current hourly pay.

⁴ Indirectly affected workers are those whose wages are not far above the proposed new minimum wage. They would receive a raise as employer s adjust pay scales upward in response to the new minimum wage.

⁵ OCPP analysis.



To: Senate Workforce Committee and House Business and Labor Committee
Date: Feb. 16, 2015
RE: Support for SB 454 and HB 2005

The Oregon Education Association, representing over 42,000 educators, supports SB 454 and HB 2005, creating a system of paid sick days for working families in Oregon.

Teachers and education support professionals see first-hand the negative effects of Oregon's current lack of paid sick days. They see students who attend school while sick, and they see students miss school to take care of a sibling or other family member because their working parents would lose their job if they took time off work. Research shows that parents without paid sick time are twice as likely to send a sick child to school as parents who do earn paid sick time at work.

Children missing school and children attending school while sick are both disruptive to the health and the learning environment at school. Teachers and school staff have to focus energy on keeping kids comfortable instead of on teaching. Being at school sick does not allow children to come to school ready to learn.

Educators know first-hand that healthy kids learn better. When a child comes to school sick they can't focus, they recover from the illness slower and they risk infecting school staff and fellow students with the disease.

Research shows low-wage workers are less likely to have access to paid sick days. This forces many parents to make an impossible decision between earning a pay check and caring for a sick child. We need to take steps to make sure they can do both.

Students learn better when they're healthy. Implementing paid sick days in Oregon is a common-sense idea whose time has come. No parent should be forced to send a sick child to school or leave them home alone because they can't afford to miss a day's work. This year we have a chance to fix this problem in Oregon.

On behalf of the Oregon Education Association and educators from around the state we ask that you support SB 454 and HB 2005 to finally give working parents access to paid sick days.

February 16, 2015

To: Senate Workforce and House Business and Labor Committees

From: Paula Fisher

Portland

Re: Support of SB454 and HB2005

Dear Chairs Dembrow and Holvey and Committee Members,

My name is Paula Fisher and I am the sole breadwinner of my family. Thank you for the opportunity to submit my testimony.

I live in Portland, Oregon. I have lived here for the last nine years. I have worked at the same job for almost four years. I am the sole breadwinner in my family and have been for the past several years.

My paycheck is crucial to my family's survival. Even missing a few hours of work is felt at the end of the month. Having the flu and having to miss even eight hours results in decisions of what of my family's need will have to be cut at the end of the month. And, it's not clothes or entertainment but electricity or food. I have at times borrowed money from my parents to keep food on our table and I am saddened to say I haven't always been able to keep the lights on.

I have at times had to work when sick. My litmus test was: if I could get myself out of bed, while feeling quite ill, I had to go to work. I would then pretend to feel well while risking other people's health and worsening mine because the cost of staying home was too great.

With the implementation of the Portland Sick Days law I have gotten this response from my boss when I called in sick: "Your paid sick days will cover it. Stay home and rest up." That is an overwhelming relief because it means I can both put food on the table and care for myself.

Please give all Oregonians the same opportunity by passing SB454 and HB2005. Thanks you again for you time.



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
Rose City Mortgage
24 NW First Ave, St 376
Portland, OR 97209

503-768-4248

I am a hospice chaplain and think this legislation is extremely important for working family members of a loved one in a hospice program. Hospice allows a person to remain in their home for the last 6 months (or less) of their life. But that only works if there are family and/or friends who can provide the 24/7 care that is needed. Spouse or adult child becomes the person who tracks and gives all the daily medications; makes sure their loved one doesn't fall when trying to go to the bathroom; and provides comfort and companionship when fear of death looms in the wee hours of the night. The stress is incredible. Their physical and mental health suffers. If they are also still trying to work, it is almost impossible. But they do it.

This legislation will make a huge difference to Oregon families supporting an aging and increasingly ill population. Providing them sick leave so they know that their jobs are safe when they need to tend to their own physical and mental health lapses will be a huge boon to the quality of life of everyone in our state. Thank you for supporting this legislation and implementing it for everyone.

Rev. Diana F. Scholl
Hospice and palliative care chaplain
9144 SE Alder Portland 97216



February 16, 2015

To: Senate Workforce and House Business and Labor Committees
From: Rhonda Ealy, Co-owner, Strictly Organic Coffee, Bend
Re: Support of SB454 and HB2005

Dear Chairs Dembrow and Holvey and Committee Members,

My name is Rhonda Ealy, my husband and I own Strictly Organic Coffee Company in Bend. We support HB2005 and SB454, creating a paid sick days standard for all employers in Oregon.

We've been serving world-class, fair trade, organic coffee for 15 years now. This milestone has been achieved by the amazing support of individuals and a community that believes that delicious coffee can be built on a practice that embodies a holistic approach to sustainability.

When it comes to the people that help to make Strictly Organic what it is, our goal is to attract and retain the best--after all, great employees are critical to a successful business. Giving access to earned paid sick days is just one way that we invest in our employees and decrease turnover--not to mention that in the service industry paid sick days are a public health issue as well.

We encourage you to pass HB 2005/SB 454 to ensure that all employers in Oregon are providing this basic workplace standard for their employees.

Thank you,

Rhonda Ealy



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

To: Senate Workforce and House Business and Labor Committees

From: Roberta Weber, Ph.D
Faculty Research Associate, Oregon State University

Re: Support of SB454 and HB2005

Dear Chairs Dembrow and Holvey and Committee Members,

I am Bobbie Weber, a Faculty Research Associate in the Family Policy Program at Oregon State University. I am here today testifying on the importance of sick leave to employed parents, especially low-wage employees. My support flows from the research in which I am engaged and does not represent a position of Oregon State University.

A major portion of my research focuses on child care and early education with special attention to low-income families. The majority of parents with young children are employed and when their children get sick they have no good options if they don't have access to paid sick time. Organized child care facilities such as centers and family child care businesses do not allow sick children to attend. Although communities have experimented with sick child care solutions, the vast majority fail. One of the reasons they fail is that children want to be with their parents when they are sick and parents want to be the ones to care for a sick child. So despite what appears to be a good business model, sick child care programs seldom have enough enrolled children to stay in business.

All parents struggle with meeting the needs of both their children and their employer when a child is sick, but parents in low-wage jobs have extra challenges. Their absence in order to care for a sick child will certainly decrease the family income in the short run, making it hard to make ends meet. It may also threaten their long-term financial security, because missing work to care for a sick child can mean the loss of their job. The consequences of lost income and lost jobs can be devastating for families. This is an even greater problem in rural areas in which both employment opportunities and child care options are fewer than in more urban communities.

Employed parents are an important part of Oregon's workforce. We need these workers to be successful at work and as parents. Paid sick leave increases parent success in both spheres. Paid sick leave is good for children, families, and communities.

February 16, 2015

To: Senate Workforce and House Business and Labor Committees
From: Rose Wilde, Board Member, Womenspace Inc.
Re: Support of SB454 and HB2005

Dear Chairs Dembrow and Holvey and Committee Members,

When considering expanding earned sick leave benefits to Oregon workers, I encourage legislators to listen to survivors of intimate partner violence, sexual assault and stalking. In my 15 years as an advocate for survivors of domestic violence and human services professional, I have had contact with hundreds of survivors of these forms of violence and abuse. In that time, I have learned that economic independence is a key factor in achieving safety and stability after violence. The ability to accrue and use sick leave benefits during a crisis related to domestic and sexual violence allows the survivors and their families to seek out safe housing, participate in legal processes, and access medical and support services to facilitate their recovery without loss of wages.

Last year I assisted a friend who was leaving an abusive relationship after several years of escalating abuse. We spent all day driving around town applying for emergency assistance and looking for housing for my friend and her children. She was worried about the time lost at work, but fortunately her employer was sympathetic and granted her paid time off and job security during this critical time. Without this my friend would have either been short the cash necessary to pay her first, last, and deposit, or perhaps might not have attempted to leave the relationship until she was able to put away additional savings. Her partner was also financially exploiting my friend, and he would often demand her wages and spend the money she was hoping to save up for her move.

My friend is now in a safe home and independent from her former abuser. Her children are settled into new schools and thriving in their safer environment. Just one day off provided the time my friend needed to figure out where to go so her children would never have to listen to an abusive person destroy their property and make a scene in the street, as he did the night before they left. My friend recently got a promotion at work and is working her way to being able to help her daughters pay for college. A little bit of help during a time of crisis made a huge difference.

People like my friend should not have to rely on the kindness of their employer, they should have the ability to earn paid time off to take care of emergencies, such as those related to domestic violence, and have the job security to know there will be a job for them to go back to once the initial crisis is past; no matter who they work for.

I encourage all legislators to consider how paid time off impacts the safety of families impacted by violence and vote yes for paid sick days in Oregon.

Sincerely,

Rose Wilde
85262 Peaceful Valley Road
Eugene, Oregon 97405



February 16, 2015

To: Senate Workforce and House Business and Labor Committees
From: Sabrina Parsons, CEO, Palo Alto Software, Eugene
Re: Support of SB454 and HB2005

Dear Chairs Dembrow and Holvey and Committee Members,

As a board member of the Eugene Area Chamber of Commerce, Chief Executive Officer of Palo Alto Software and its 52 incredible Eugene-based employees, a member of the Main Street Alliance of Oregon Executive Team, and a mother, I couldn't be more pleased that our state is seriously considering a paid sick time policy for Oregon. HB2005 and SB454 have my full support.

HB 2005 & SB 454 are smart policies that make it possible for people to stay home from work when they're sick, need to see the doctor or care for a sick loved one. Without a common sense standard, too many of our friends and neighbors are forced to work sick, skip that doctor's appointment, and send sick kids to school because they can't afford to miss a day's pay.

To be frank, I don't think that's the kind of community we are. I think Oregon is the kind of community where employers and employees alike are treated with respect — a way of thinking and doing that makes for a healthier Oregon where employers succeed in part because their employees can succeed.

At Palo Alto Software, we know from experience that recognizing our employees as whole people with responsibilities outside of work — and providing them the tools to manage work and life — isn't just the right thing to do; it's critical to inspiring great work and keeping turnover low. The truth for us has been: When you treat workers with respect and help them do great work, that's what you get in return — great work.

There long have been those who, when faced with change, predict the sky will fall and never fail to claim that now is not the right time. Historically, that happened in discussions over health and safety regulations, child-labor laws, and limits to how many hours are safe to work — all of which we now see as important, common sense policies. Time and again, these unproven scare tactics are trotted out to stand in the way of positive change, yet they never prove true in the end.

Experience with sick time laws in other places once again shows these claims to be false. Fact is, workers are underusing their allotted time, businesses aren't flocking to other locales, new businesses continue to open, and economies continue to grow — with sick time in place! San Francisco instituted a similar policy in 2007, and seven years later, although full-time employees can earn up to nine sick days, the median taken per year is actually only three days. Which doesn't surprise me one bit. And importantly, in those forward-thinking places that

already have adopted paid sick time, people are healthier and better able to care for their own and their children's health without risking their financial security or getting fired for staying home ill.

I'm excited for Oregon to be taking this very positive step into a more prosperous future where everyone in our community has access to paid sick time for those inevitable times when a cold or the flu or a well-child visit requires time off work.

Let's be a leader in the United States and declare that it's time all businesses take care of all of our workers.

It the right thing to do, and that's just the kind of state we are.

Thank you,
Sabrina Parsons
Palo Alto Software

Co-Chair
Senator Elizabeth Steiner Hayward
SD 17



Co-Chair
Representative Jessica Vega Pederson
HD 47

2013-2014 Sick Time Workgroup Final Report

February 12, 2015

After the 2013 legislative session, Senator Elizabeth Steiner Hayward and Representative Jessica Vega Pederson co-chaired a workgroup to review the 2013 sick time legislation with all interested stakeholders and to discuss changes for future iterations of sick time legislation.

The workgroup met a total of seven times over the fall of 2013 to review the legislation in detail and provide comments that informed drafting of the 2015 legislation. The workgroup was reconvened in December 2014 to review the 2015 LC draft and provide comments before the concepts, HB 2005 and SB 454 (both identical), were pre-session filed.

The goal of the workgroup was to create an open and inclusive process where both proponents and opponents could discuss in detail the provisions of the bill, offer comments and air concerns. The goal was not to achieve consensus among participants on a sick time proposal, but rather to review the concept section by section and make changes where agreement could be reached. Where agreement could not be reached, the group debated the merits or objections with specific provisions. In this manner, the group was able to make significant changes to the concept to make it easier for employers to comply and to better align the policy with existing standards and intent. Details of changes made can be found on the second page of this report.

Participants in the workgroup are listed below. Additionally, all workgroup meetings were open to interested parties, also listed below, who were invited to actively participate in the discussions.

Workgroup Members: Co-Chair Senator Elizabeth Steiner Hayward, Co-Chair Jessica Vega Pederson, Senator Bill Hansell, Andrea Paluso (Family Forward), Jenn Baker (ONA), Jeff Anderson (UFCW), J.L. Wilson (AOI), Jan Meekoms (NFIB), Bill Perry (ORLA), Joe Gilliam (NW Grocers), Lee Mercer (Main Street Alliance), and Elana Guiney (AFL-CIO).

Interested Parties: Drew Hagedorn (Tonkin Torp), Shawn Miller (NW Grocers), John Mohlis (Building Trades), Caleb Hayes (PacWest), Beth Cooke (UFCW), Midge Purcell (Urban League), Eva Rippeteau (AFSCME), Kate Newhall (Family Forward), Ian Tolleson (Farm Bureau), Anna Braun (BOLI), Matt Swanson (SEIU), Joe Baessler (AFSCME), Nellie deVries (ORLA), Soren Metzger (OSEA), Joseph Santos-Lyons (APANO), Megan Osborne (Sen. Rosenbaum staff), Lili Hoag (Family Forward), Stephen Hughes (Oregon Working Families Party), Tom Barrows (Worker Leasing Agencies)

Overview of Issues Discussed

The following summarizes the conversations had on the major provisions of the bill. These were all areas for discussion and changes to the legislation were made where there was agreement among workgroup participants or based on the preferences of chief sponsors.

- Employer Size Threshold: Advocates on the workgroup wanted to see a lower employer size threshold for coverage. The 2013 draft required employers of 6 or more employees to provide paid sick time and no protections for employees with employers of 6 or fewer employees. They argued that a worker's need for sick time isn't dependent on their employer's size and that people get sick regardless of employer size. In Portland, unpaid but protected sick time is provided to employers with 5 or fewer employees, meaning no employee can get fired for using accrued, protected sick time (unpaid sick time accrues at the same rate as paid sick time and is subject to the same maximum accruals). After Eugene passed an ordinance requiring paid sick time for all employees, regardless of employer size, legislative sponsors decided to mirror that standard in the 2015 legislation.
- Existing Paid Time Off (PTO) Policies: It was clear from the discussions that many of the employer groups wanted to be able to have an employer's existing PTO policy meet the requirements under this bill and didn't think the existing language allowed it. Proponents of sick time acknowledged that this was the intent in drafting the legislation, as long as the PTO was an equal or greater benefit than required in the law and could be used for the same purposes as sick time accrued under this proposal. All participants agreed to clarifying language in Section 2(4)(a) to achieve the intent of allowing PTO to fulfill sick time requirements.
- Waiting Period: Several workgroup participants wanted to see a longer waiting period for employees to be able to use accrued sick time and suggested 180 days instead of the 90 days currently contained in the proposal. Sick time proponents argued that 180 days (6 months) effectively cut out temporary and seasonal workers who are some of the lowest wage workers and those who most need access to paid and protected sick time. 90 days is the current waiting period in both the Portland and Eugene standards.
- Accrual Rate and Maximum Sick Time Accruals: There was not agreement on sick time accrual rates and the maximum amount of sick time allowable. No change was made to the accrual rate of 1 hour for every 30 hours worked or to the maximum of 56 hours (7 days) of sick time allowable. There was, however, agreement to allow employers the ability to "front-load" the maximum of 56 hours of sick time each year and be able to avoid tracking sick time accruals.

- Shift Trading: Employees may “trade” a shift instead of using accrued sick time if both the employer and employee agree to this. This provision has been important to restaurant employers and employees and remains unchanged in HB 2005 and SB454.
- Posting and Notice Requirements: Some employer groups expressed a preference for Seattle’s language around employee notice to employer of the need to use sick time and Seattle’s posting requirements. The original legislation required 7 days advance notice when the need for sick time is foreseeable. Seattle’s language requires 10 days advance notice when the need is foreseeable (i.e. a doctor’s appointment for preventative care). Employer groups also liked the ability (also in the Seattle law) to require employees to notify them in whatever the employer’s regular notification process was (i.e. a particular supervisor, a call-in number, a website, ect). Employer groups also preferred Seattle’s approach to posting requirements, where employers can provide individual notice to employees about their rights under the sick time law instead of using required posters. There were no objections to mirroring Seattle’s language on these provisions and those changes are reflected in HB 2005 and SB 454.
- Collective Bargaining Agreements: Building Trade Unions have historically expressed a desire to be exempted from the sick time legislation. Their employment model is unique in their use of a hiring hall to dispatch employees to multiple employers. A trade union employee may work for one employer for a day, the next employer for two weeks and another employer for 3 months. They also already have generous vacation pay, pensions and other benefits. Other unions whose members are employed in more traditional means and have membership that do not have access to sick time, however, have expressed a strong desire NOT to exempt just because they have a collective bargaining agreement. Currently, the bill draft excludes Building Trade Unions and allows other unions who use hiring halls to waive the provision in a collective bargaining agreement. Other unions, who work in a more traditional setting of only having one employer, are not exempt in HB 2005 and SB 454.
- Preemption: Opponents believe that the statewide legislation should preempt local ordinances and set one consistent statewide standard that does not allow cities to go beyond state requirements. Sick time advocates strongly oppose preemption and favor maintaining a city’s ability to go beyond the state’s requirements, especially if it has the effect of rolling back the standard set in Portland that has already covered over 260,000 workers.

Overview of Changes Made

As a result of the discussions had by the workgroup and agreement by all participants, several changes were made to the 2015 legislation, including:

- Defined “year” to include any type of year the employer regularly uses, instead of specifically requiring a “calendar year” – Section 2(5)
- Clarified language about an equivalent PTO policy as being able to meet the sick time standard - Section 3(5)(a)
- Added language about being able to front-load all 56 hours and not need to track accruals - Section 3(5)(b)
- Removed posting requirement. Concept now requires individual notice to employees of sick time rights – Section 9(3)(a)
- Required notice an employee must give an employer of the need to take sick time when the need for sick time is foreseeable changed from 7 days advance notice to 10 days advance notice – Section 7

Conclusions

The workgroup successfully combed through the sick time legislation and identified several areas where changes could be agreed to by all participants. This feedback was very helpful and those changes were incorporated into the 2015 legislation. The workgroup was also able to have very frank discussions about every provision in the bill, even if there was no expectation of agreement on a particular provision. This open and inclusive dialog was appreciated and allowed the workgroup to make significant improvements to HB 2005 and SB 454.

February 16, 2015

To: Senate Workforce and House Business and Labor Committees
From: Katie Statman-Weil, Executive Director, Wild Lilac Child Development
Community
Re: Support of SB454 and HB2005

Dear Chairs Dembrow and Holvey and Committee Members,

I appreciate the opportunity to submit written testimony regarding HB 2005 and SB 454. As the director of an early childhood education and family support program, I want to express my full support for these bills.

Our school serves over 90 families and employs 20 people. We offer all of our employees paid time off that they can use if they are sick. It is clear to us that this policy improves health, promotes financial stability, and strengthens our effectiveness as a staff.

Child care workers are particularly affected by this issue. Most child care workers do not have access to paid sick days, although they are working with a vulnerable population. We believe it is important for our staff to stay home when they are sick, in order to prevent illness from spreading throughout our entire school community. Paid sick days help us keep our staff healthy, which in turn helps us serve the children in our school well.

Child care workers in general are like so many workers in our state – they are committed to their jobs even when they are not making a lot of money. For these workers, paid sick days provide a crucial degree of financial stability. They help them maintain their own wellness. Our employees need and deserve this basic labor standard.

As a preschool and child care provider, we have rules stating that sick children must stay home. This is also key to maintaining a healthy environment at our school. However, we know that many parents do not have access to paid sick time and that they struggle when their kids are sick because they themselves need to go to work. This is an unfair and unhealthy situation, with no good outcomes for anyone – the child whose health is at risk, the parent whose job is at risk, or the schoolmates whose exposure to illness is also at risk.

Finally, I want to stress that we have always offered paid sick time at our preschool/child care and this has clearly not put us out of business. In fact, we have expanded each year and continue to grow. The costs of offering paid sick time are small relative to the benefits to our community, our employees, and our bottom line. HB 2005 and SB 454 will improve financial stability for workers in our state and improve overall health in our communities. I urge you to pass these bills.

2106 SE Division St
Portland, OR 97202
503.231.5175



Monday - Saturday
10:00 - 6:00
Sunday
11:00 - 5:00
(See bottom of page
for holiday hours)

February 16, 2015

To: Senate Workforce and House Business and Labor Committees
From: Steve Hanrahan, Owner, Mirador Kitchen & Home
Re: Support of SB454 and HB2005

Dear Chairs Dembrow and Holvey and Committee Members,

My name is Steve Hanrahan, my wife Lynn and I own Mirador Kitchen & Home in inner Southeast Portland. We carry kitchen and home products that are geared to helping people live more sustainably. We support HB2005 and SB454, creating a paid sick days standard for all employers in Oregon.

We are proud to be the first store in Portland to focus on food preservation tools and accessories, and to have been a pioneer in the "shop local" movement, so we know a bit about community investment. We have a unique, creative, sustainability focused economy that is pretty unique. Generally speaking, people choose to support businesses for a reason: because they're local, because they're green. A big part of sustainability is making sure that workers are treated well too - that they can afford time off when they need it, and that they are able to stay in their jobs when they're sick, and that they can take care of their kids when they're sick too. We realized very soon after hiring employees that when they were sick, they needed to be paid when they stayed home - and we encouraged them to stay home both for their sake, and for the sake of our customers and us.

When Portland passed the Paid Sick Days ordinance, we believed that the standard for providing paid sick days to your employees should be for all employers, not just those with more than 5 employees. We only have 2 employees, and know that offering paid time off for our employees works for our business. After all, everyone gets sick and still needs to pay their bills, regardless of what size business you work in.

We support HB 2005 and SB 454 because they create a base standard for all employers, regardless of size, and urge you to support these bills as well.

Thank you for your time and for hearing the voices of small business owners on this important issue that impacts us all.

Sincerely,
Steve Hanrahan
Mirador Kitchen & Home

February 16, 2015

To: Senate Workforce and House Business and Labor Committees
From: Michele Stranger Hunter, NARAL Pro-Choice Oregon
Re: Support of SB454 and HB2005

Dear Chairs Dembrow and Holvey and Committee Members,

My name is Michele Stranger Hunter, and I am the Executive Director of NARAL Pro-Choice Oregon and Oregon Foundation for Reproductive Health. We work to guarantee every woman the right to make personal decisions regarding the full range of reproductive options, to increase access to comprehensive reproductive health care, and to break down barriers to health care so that all people have the opportunity to thrive.

We fully support SB454 and HB2005 because we recognize that the right to Paid Sick Days is an issue of equity, economic security, women's health, and reproductive justice.

We believe that all people, no matter who they are, where they live, or how much they earn, should have equitable access to quality, affordable health care. Therefore, we believe that all Oregon workers should have the opportunity to earn paid sick time while they work.

This is not only a matter of fairness. It is a matter of women's health and well-being. When women do not have the ability to take time off of work to visit a provider, their health suffers, and their children's health suffers. Without this economic security, women's access to health care is vulnerable and their ability to take care of themselves and their families is threatened.

As reproductive rights advocates, we know that preconception care and contraception care enable women to prevent unintended pregnancy, have healthier children, and protect their overall health. Equitable access to comprehensive reproductive health care is good for Oregon women, their families, and our communities. It is imperative that women be able to take a day off of work, or even an hour or two, without the risk of losing their job to access the health care they need.

Lastly, we are not blind to who is hit the hardest. There is no coincidence that restrictions to paid sick days *and* health care have a disproportionate impact on low-income women and women of color. It is time for us to reassert our commitment to justice and fairness for all Oregonians.

All people should have the power and resources to make healthy decisions about their bodies, sexuality, and reproduction for themselves and their families without fear of discrimination, exclusion, or harm. We urge your support of SB454 and HB2005 to help make this a reality.

Sincerely,



Michele Stranger Hunter, Executive Director
NARAL Pro-Choice Oregon
Oregon Foundation for Reproductive Health

February 16, 2015

To: Senate Workforce and House Business and Labor Committees
From: Susan Lund
Re: Support of SB454 and HB2005

Dear Chairs Dembrow and Holvey and Committee Members,

Thank you for this opportunity to share my views on paid sick leave.

Until recently, I worked for the same grocery store for 15 years, and while I had some paid sick hours, I couldn't actually use them until the 3rd day that I was sick. On top of that, I had to bring in a doctor's note or else I would get in big trouble. I could not afford to lose 2 days' pay, and I certainly couldn't afford to go to the doctor on top of that. As a result, I went to work sick all the time.

When I absolutely couldn't get to work because I was so sick, and I stayed home without pay, I had to decide which bills wouldn't get paid that month. I did my best to keep it from affecting my children but I didn't always succeed.

Even though I had worked for this same employer for 15 years, I worried about being fired if I got sick. As a mother, I have had to stay home sick occasionally not only for my own sickness but also for my children's. In addition, one year my son was being bullied and I had to take time off in order to work with the school and keep him from being harmed. As a result, I took what was considered to be "too many" unpaid sick days. I was written up, and told that I was on a slippery slope and I needed to be careful. This was devastating to me. I needed my job.

Paid sick days would make a huge difference for so many people who would no longer have to go to work sick, or worry about paying their bills when they got sick, or worry about getting fired when they need to take time off to deal with their child's health. Oregonians need paid sick days. I hope you will pass this law.

Thank you,

Susan Lund

Lane Independent Living Alliance (LILA)

20 E. 13th Avenue, Eugene, OR 97401 Phone/Fax: 541.607.7020 Email: lila@lilaoregon.org www.lilaoregon.org

February 16, 2015

To: Senate Workforce and House Business and Labor Committees
From: Sheila Thomas

Re: Support of SB454 and HB2005

Dear Chair Dembrow, Chair Holvey and Committee Members,

My name is Sheila Thomas and on behalf of the LILA board and staff I would like to show support for SB454 and HB2005.

As a Center for Independent Living providing peer services to people with disabilities, most of our staff are people with disabilities, many of whom have chronic health conditions. Having the ability to stay home when sick, without the worry of losing much-needed pay will be a huge relief to many LILA employees.

Earned sick days will promote well-being in our organization and our community.

Sincerely,

Sheila Thomas, MA
Executive Director



February 16, 2015

To: Senate Workforce and House Business and Labor Committees
From: Travis Diskin, Owner, Curiosities, Beaverton
Re: Support of SB454 and HB2005

Dear Chairs Dembrow and Holvey and Committee Members,

Thank you for the opportunity to get my voice heard on this critical issue. My name is Travis Diskin, and I own Curiosities, a vintage mall, in Beaverton. I am currently in the middle of opening a second location, which is why I am unable to be there in person to testify. Right now, we employ 2 staff, and will be adding more once our new shop is opened. I support HB 2005 & SB 454, which would create a statewide standard for paid sick days in Oregon.

When I opened Curiosities nearly 2 years ago, I thought a lot about the kind of business I wanted to run. I wanted to create a business where I felt proud to work and call my own—that started with a focus on quality. Quality of my inventory, so I can provide the best to our customers, but also quality working conditions for my employees. I know that a happy and healthy employee is what helps my business succeed, and now that we're expanding and opening a second location, I've seen that investment in my employees pay off.

I think that most people worry about their job security and what they will do if they get sick. Paid sick days make the policy very clear and keep stress down. Employees appreciate the benefit and know that I care about them.

I can tell you from experience that I've seen, first-hand, the benefits of providing paid sick days to my employees. To those business owners who are opposed to this common sense standard, I'd like to see some concrete examples of how investing in your employees has negatively impacted your business.

Please pass HB 2005/SB 454, it's good for business, our employees, our economy, and Oregon.

Thank you,
Travis Diskin
Curiosities

Testimony
February 16, 2015 Hearing
SB 454 and HB 2005
Oregon Sick Leave Law

My name is Valerie Stinson, and I am the Director of Human Resources for The Old Spaghetti Factory restaurants. While we understand the importance of giving employees time off when they are sick or when they need to deal with domestic violence issues, we have some concerns:

- 1) The potential that employees will abuse the policy
- 2) The unrealistic accrual rate and guidelines for required documentation
- 3) The impact this law will have on our ability to continue to provide competitive prices

We have been administering paid sick leave to our non-exempt, hourly employees in Seattle since September 2012 and Portland since January 2014. We have adapted to the administrative requirements and believe we can offer some constructive suggestions to make the system more effective for other employers should this law be passed for the State of Oregon. Having multiple ordinances does make it more difficult to administer benefits in an efficient manner. Below is a brief description of a few challenges that we have experienced.

Determination of Hours Missed

In our industry, we do not typically schedule our hourly employees with an end time to their shifts. Most hourly, non-exempt employees are scheduled with start times, but their ending time is dependent upon the flow of business. This results in administrative challenges for us when paying sick time. It is difficult for us to determine how many hours to pay an employee for their sick time.

We have developed a system for our employees who work in the cities where sick pay is required, but it is very time intensive. Even when we average the number of hours an employee typically works on a certain day/shift, it varies based on season, holiday, special events, weather, etc. And the day the employee calls in sick, the conditions may have resulted in the employee only working 3 hours even though the past 4 weeks they had worked 5 hours on a Monday night. So we then have to go back and calculate how many hours the replacement worker filled in. And, if there is no replacement worker, then we have to have yet another computation.

Replacement Worker

The proposed law states: *Employer may not require an employee to search for or find a replacement worker as a condition of using accrued sick leave.* We would like to be able to enforce our existing policies which ask the employee to find a replacement whenever possible. If extenuating circumstances warrant, employer will assist.

Make-Up Time

The proposed law states: *Employer may allow an employee to work additional hours or shifts during the same or next pay period without using accrued sick time for the hours or shifts missed.* Again, this would be very difficult to administer and calculate, as our employees swap shifts regularly and don't typically work a set number of hours each week.

Medical Documentation

The proposed law states: *If an employee takes more than 24 consecutive hours of paid sick time, the employer may require the employee to provide verification from a health care provider.* The number of hours (24) is unrealistic in our environment. 24 consecutive hours could translate to 6 or more missed shifts. The employer should be able to require medical documentation, at the very least, after three missed shifts and preferably after two missed shifts. Unfortunately, as we have experienced in other cities where sick time for hourly employees is mandated, employees do abuse the system.

The proposed law states: *The employee has 15 days to provide medical documentation.* Giving the employee 15 days is not realistic. And, it creates an administrative issue. For example, if we pay the employee for sick time, and then the employee never brings in a note to substantiate it, we would then need to adjust their pay to deduct sick time previously paid. We are suggesting that the employee must produce medical documentation on the day they return so we know whether they may have any restrictions that we need to accommodate and whether paid sick leave is due.

Entitlement

We are concerned that employees will feel their unused sick/safe leave available time is “owed” to them when they leave our employment.

Some practical examples are:

- 1) What does the employer do if an employee resigns with 2 weeks notice and then calls in sick for their final 6 shifts? Would we be required to pay them for those shifts? How do we know how many hours to pay for each shift? Can we ask for documentation only if they have missed 24 consecutive hours? If they do not provide documentation, would we still be required to pay for all of the missed hours?
- 2) What if an employee calls in sick, misses 2 shifts, and then quits with no notice? Since they called in sick for less than 24 hours, are we then required to simply pay them the time?

Request for Consideration

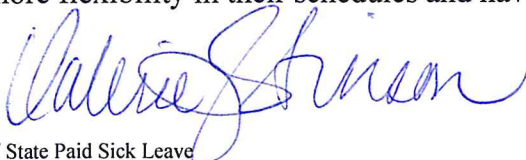
We are requesting the following revisions:

1. Reduce the formula for accrual to one hour of sick time for every 40 hours worked.
2. Reduce the total number of hours accrued per year down to 24 hours.
3. Allow employers to request medical documentation when an employee has missed two or three consecutive shifts (rather than being based on a total number of hours missed).

Conclusion

I'd like to conclude by saying again that we understand the reasoning behind this proposed law. We certainly do not want employees working in our restaurants when they are sick. However, that hasn't been an issue for us, mainly because employees can already swap shifts when they are sick. A restaurant environment is very different from an office environment. Our employees have a lot more flexibility in their schedules and have much more available time to visit a doctor.

Thank you.



February 16, 2015

To: Senate Workforce and House Business and Labor Committees
From: Marshall Wilde
Re: Support of SB 454 and HB 2005

Dear Chairs Dembrow and Holvey and Committee Members,

My name is Marshall Wilde. I write to encourage you to support paid sick leave for all employees in the State of Oregon. As a parent, a consumer, an attorney, and an employer, paid sick and family leave just makes sense.

Parents know the tough decisions that happen when kids get sick. While FMLA is sometimes available, it is unpaid. Furthermore, the effort necessary to get FMLA is disproportionate to the benefit. Honestly, as the husband of a pediatrician, I know that the last thing a pediatrician wants is a kid who is not seriously ill coming into their offices and infecting healthy children. Also, there's the substantial inconvenience of same day scheduling, and the expense to public and private insurance when kids go unnecessarily to the doctor, just to get a note. A sensible bill that permits family leave for a sick kid with a minimum of documentation would go a long way to reducing unnecessary inconvenience and healthcare expenses, in addition to the obvious benefits of being able to care for one's own sick children and keeping them from infecting other children by sending them to school sick.

Consumers also benefit from paid sick leave. The jobs most likely to lack paid sick leave now are those with the most contact with the public – retailers, restaurant employees, and other customer service representatives. Providing paid sick leave and fining employers who allow obviously sick employees to work with the public will do a lot to reduce the spread of illness. Remember, it wasn't the doctors who beat Ebola in Africa – it was the modification of social norms to reduce transmission of the disease.

As an attorney and employer, paid sick leave protects both employers and the public. As it stands, when an employee spreads illness in the workplace, the employee blames the employer for forcing him or her to work, while the employer blames the employee for not calling in. As a result, the public loses. Paid sick leave resolves this pretty simply by providing a safe harbor for employers to require sick employees to stay home.

In sum, paid sick leave makes sense for Oregon. It benefits the public and business. The primary opponents are businesses who enjoy an unfair competitive advantage by denying paid sick leave, passing the costs in illness on to the public. Please support paid sick leave in Oregon.

Sincerely,



Marshall L. Wilde

February 16,2015

To: Senate Workforce and House Business and Labor Committees
From: Wildredo Duran
Re: Support of SB454 and HB2005

Dear Chairs Dembrow and Holvey and Committee Members,

My name is Wildredo Duran. I'm currently in high school. I'm in the 12th grade and hope to graduate soon. I live with my Mom and three siblings. Whenever one of my siblings gets sick I have to stay home and care for them because my Mom has to work in order to provide us with the things we need. It's my last year in high school and having to skip school and stay home to take care of my siblings affects me greatly, since I need to complete all my homework and projects. I want my Mom to be allowed to have paid sick days so that I can complete all my work as a student.

My Mom and siblings aren't the only family I have. I have more family members in other cities and I wish for them all to also have paid sick days so that they can care for their children and not be worried about losing their jobs.

Sincerely,

Wildredo Duran.