

Kate Brown
Governor



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Testimony in Support of HB 2010
April 3, 2015, House Committee on Business and Labor

Chair Holvey, Vice Chairs Barton and Kennemer; and Representatives Barreto, Doherty, Esquivel, Evans, Fagan, Heard, Nosse, and Weidner,


The Oregon Commission for Women, in its role of advocate for the women of Oregon, strongly supports HB 2010.

Accommodating the complexities of life for working parents and creating family friendly workplaces are a keystone for economic success in Oregon from a state and individual perspective. Without such accommodations, we set up many working families to fail. The cost to families in missed or delayed medical appointments, school meetings, child care scheduling, and other supportive activities keeps the pressure turned up on parents statewide. For business, there is an uncounted but equally significant cost: in high churn among employees who would wish to continue working for such businesses but who burn out from scheduling conflicts, and also in undeveloped experience and expertise in best practices.

This bill is as much about growing business experience in family friendly practices that will improve their retention rates as it is about assuring working parents and others can balance the demands of life and work.

The participation of parents in the Oregon workforce is high. Nearly 2/3 of mothers in Oregon are the breadwinners or co-breadwinners for their families, and over 73% of Oregon's moms are in the workforce, according to the BOLI Oregon Civil Rights Council's 2014 Pay Inequality Study. The study goes on to note that Oregon parents in general are more likely to be working than people without children under 18.

The OCFW believes that one of the leading indicators of success for Oregon business is assuring flexible schedules for hard working parents. HB 2010 assures family friendly practices are part of the expected environment for Oregon business and its valued employees. It is important to note that when parents can better schedule their obligations and continue to work, it benefits not only their nuclear family, but often an extended family as well. The Oregon Commission for Women urges an Aye vote on HB 2010.

Sincerely,


Stephanie Vardavas, Chair, Oregon Commission for Women

OR Commission for Women

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