

February 5th, 2016
Representative Paul Holvey, Chair
House Committee on Business and Labor
Support for HB 4088

Good morning Chair Holvey and members of the House Committee on Business and Labor.

My name is Saleem Noorani, a small business owner with liquor stores in Corvallis and Springfield. I am here today to testify in support of HB 4088 as an AARP member, volunteer as well as a small business owner.

I currently have a staff of four to five employees in each location working either part-time or full time. A statewide law granting employees the rights of "Familial Status" is the ethical thing to do. In my 30 plus as an entrepreneur and a small business owner, I have learned that the employees are the heart and soul of a business. The success of any retail business depends greatly on the quality of interaction between an employee and the retail customer. A happy employee will generally interact positively with customers. Being able to provide employees with quality benefits and not penalize them for taking time off to take care of close family members is a critical component of well-being and mindset of an employee.

For years now, I have provided this as a benefit to my employees and will continue to do so. There is a patchwork of city regulations regarding "Familial Status". For example in Corvallis, the city ordinance requires that employers provide this as a benefit, while Springfield does not address this issue. I believe it is unfair to an employee given their geographical location as to their employment rights, of being able to care for family members without being discriminated against. The inclusion of "Familial Status" in HB 4088 will provide a clear and defined guideline for both the employers and the employees.

In Oregon, there are approximately 460,000 people providing some level of unpaid care for an adult loved one. They provide about \$5.5 billion a year in unpaid care and are the foundation for Oregon's system of long term supports and services. Supporting caregivers supports Oregon's economy and reduces the demand on state funded services.

Chair Holvey and members of the committee; I urge you to vote positively for this legislation. Thank you.