



TO: The Oregon House Business and Labor Committee
FR: Emily McLain, Government Relations, Basic Rights Oregon
DA: February 5, 2016
RE: Support for HB 4088

Chair Holvey and members of the committee,

My name is Emily McLain and I am here on behalf of Basic Rights Oregon, our state's leading advocacy group working to ensure that all lesbian, gay, bisexual, transgender and queer (LGBTQ) Oregonians experience equality. We support HB 4088 and believe that no worker should be discriminated against because of their family caregiving responsibilities or familial status.

Basic Rights Oregon is glad to see a full and inclusive definition of familial status in HB 4088. We believe this is a critical aspect to this legislation to ensure that Oregon families are fully reflected in these protections.

LGBTQ folks are often shunned by blood relatives and society. Their families can form under a variety of trying circumstances. LGBTQ-identified older adults in the U.S. are twice as likely as non-LGBTQ-identified seniors to live alone and more than four times as likely to be childless.¹ Therefore, LGBTQ older adults are less likely to have family support when they need care and often rely on "families of choice" or support networks that are comprised of close relationships that are the equivalent of family.

More than 18% of Americans (or 57 million people) live in multi-generational family households, double the number who lived in such households in 1980. This figure is higher among communities of color. About one-in-four Latinos and African Americans live in a multi-generational household, and 27% of Asian Americans do.²

Family structures in our state, and across the country, have changed. Policy needs to reflect how our families live and HB 4088. **Please support HB 4088 to protect employees across the state from caregiver discrimination and give employers a consistent standard.**

¹ See <http://www.sageusa.org/files/PPAR-article-R-Espinoza.pdf> (Summer 2011)

² See <http://www.pewsocialtrends.org/2014/07/17/in-post-recession-era-young-adults-drive-continuing-rise-in-multi-generational-living/> (July 17, 2014)