

House Committee on Early Childhood and Family Supports,

My name is Clinton Carlson, along with my wife we have a dryland wheat farm in Morrow County. More regulations is not what is needed now. Our farm is small compared to most and it has come to the point where we think long and hard before we hire someone. With all the new regulations enacted over the last couple years we can't afford to pay for an employee. Lately if land comes up for rent we may pass on it because it means hiring someone and then dealing with all the rules and paper work. We just want to farm and produce quality food at a profit. But the legislature is making it more difficult all the time.

As an industry:

- We remain committed to supporting our employees and building in flexibility and benefits on a case by case basis and when we can afford it.
- Now is the wrong time to mandate a new paid family leave program - Oregon farmers and growers need time to phase in the increase in minimum wage and paid sick leave before adding another employer funded mandate.
- Small employers are not currently required to provide protected leave under the Federal Family & Medical Leave Act (FMLA) (applicable to businesses with more than 50 employees) or the Oregon Family & Medical Leave Act (OFLA) (applicable to businesses with 25 or more employees). Bringing in all employers, regardless of size, to a new employer paid program is a major increase in our overhead and will drive up our cost of doing business making us less competitive.
- Only 4 states have a statewide paid leave program (California, New Jersey, Rhode Island and New York) and ALL are 100% employee paid. Oregon should do the same (the current proposal requires the employer to pay 50% and the employee to pay 50%).

12 weeks of paid leave is not practicable for an industry driven on a seasonal and harvest schedule.

Thank you for your time.

Clinton R Carlson  
67300 Carlson Ln  
lone OR 97843  
541-422-7245

Sent from [Mail](#) for Windows 10