



March 23, 2017

Chair Lively and members of the House Early Childhood and Family Supports Committee:

On behalf of the Fair Shot for All Coalition, I respectfully request your support for HB 3087, the Family and Medical Leave Insurance Act.

Most Oregonians at some point in their lives will need to take time away from work to deal with a serious personal or family illness or to care for a new child. Federal and Oregon law provide up to 12 weeks of unpaid leave for some workers—however, these laws don't apply to everyone, don't cover all types of family members and they don't help with lost income. No Oregonian should have to make a choice between taking care of someone they love or working to put food on the table.

Only 13% of people have access to paid family and medical leave at work, leaving Oregonians struggling to balance obligations at home and on the job. Many suffer financial setbacks to take unpaid leave or exit the labor force entirely to care for a loved one.

Low-wage workers and workers of color are impacted the most. Workers in low paying jobs are the least likely to have access to the paid family and medical leave they need to help avoid financial catastrophe when illness strikes. These workers are disproportionately women and people of color. They are also the most likely to take on the care of an ill relative to avoid the cost of other forms of care.

HB 3087 will strengthen the economic security of Oregon families. In most families today, all parents work and contribute to caregiving. Allowing our workers to fulfill caregiving obligations without losing their jobs or needed income will help strengthen our families and reduce demand on safety-net services.

In addition, HB 3087 is better for business. Workers inevitably need time away from work to attend to health or family issues. A family and medical leave insurance program will help businesses reduce turnover costs and level the playing field for employers while allowing workers to meet their health needs and caregiving responsibilities.

Fair Shot for All supports HB 3087 because it will ensure that people can take the time they need to care, without losing the income their family relies on. Please join us in support of the Family and Medical Leave Insurance Act. We urge your yes vote.



## ABOUT FAIR SHOT FOR ALL

Fair Shot for All is a united movement of more than 30 racial justice organizations, community groups and labor unions fighting together for racial, gender and economic justice. Our priorities tackle critical barriers to safety, health and security and continue our fight to secure a fair shot for every Oregonian. We are standing up for women, people of color, LGBTQ communities, immigrants and working families. Together, we are sending a message loud and clear: every Oregonian needs real opportunity and a fair shot at a secure future.

Fair Shot for All includes AFT Oregon, Asian Pacific American Network of Oregon, Basic Rights Oregon, Bus Project, Causa Oregon, Coalition of Communities of Color, Community Alliance of Tenants (CAT), Family Forward Oregon, Forward Together, NARAL Pro-Choice Oregon, Northwest Workers' Justice Project, Oregon AFL-CIO, Oregon AFSCME, Oregon Education Association, Oregon Latino Health Coalition (OLHC), Oregon National Organization for Women, Oregon Nurses Association, Oregon Student Association, Partnership for Safety and Justice, Pineros y Campesinos Unidos del Noroeste, Planned Parenthood Advocates of Oregon, Portland Jobs with Justice, Rural Organizing Project, Sankofa Collective Northwest, Service Employees International Union (SEIU), United Food and Commercial Workers (UFCW), Unite Oregon, Urban League of Portland, Voz Workers' Rights Education Project, and the YWCA.