

House Committee on Early Childhood and Family Supports  
RE: Opposition to HB 3087

Chair Lively and Committee,

This will be my shortest submitted testimony yet. Have you ever heard the saying “the straw that broke the camel’s back”? Will it be this regulation that does some businesses in? When will enough, be enough?

I could list the problems behind this specific bill in extreme detail and how this would be hard on us, including:

- Especially hard on small businesses like ours
- Vague wording on “family members”
- Conditions under which leave can be granted are extensive
- Length of leave is generous
- More documentation requirements and submitting more reports... as if what we’ve had to learn and deal with over the past few years isn’t enough!

Really, though, when is enough, enough? I would say if someone thinks running a business is so easy, **then start one yourself!** Except, *the barriers to starting any business is harder than it’s ever been.* Oregon is making it harder than ever to be an entrepreneur due to regulation, licensing, fees, paperwork requirements, labor laws, and the list goes on.

We offer “perks” to our employees because we pride ourselves on being a great company, and a great company to work for! Mandating everything from minimum wage to paid sick leave to family leave leaves less that we can offer an employee to come work for us because we’re better than the competition. Employees have the choice to work for us, or work for someone else. If you mandate all companies to be the same, what will make us better than the next company? What motivates an employee to gain skills, education and experience to market himself/herself to obtain whatever dream that person has and works to fulfill that dream?

This bill is bad. This bill limits personal responsibility and passes the buck. But this bill is just another bill in a long line of bills that have passed and will pass that are bad, and that puts personal responsibility on the shoulders of someone else. This needs to stop.

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