

Larson John

From: Laura Edmonds <Laura@yourchamber.com>
Sent: Wednesday, March 29, 2017 8:55 AM
To: HECFS Exhibits
Subject: Opposition of HB3087-Paid Family Leave
Attachments: Miles Fiberglass on Family Leave.pdf

Dear Legislators,

I'm reaching out to share our thoughts and concerns over HB3087-Paid Family Leave.

This Chamber and its over 500 members stand in opposition of the bill as it will have a detrimental effect on our businesses.

- Every business in the state would be affected, even those with only one employee - like our Chamber and other small businesses & Nonprofits – we all run lean as it is!
- The vague wording would put employers in a difficult, legally vulnerable position - including "an individual whose close association to the employee is the equivalent of a family relationship." TOO LOOSE!
- The length of leave is generous - 12 weeks, with an additional six weeks for parental leave. Combined with the wide range of qualifying reasons, this could leave some small businesses short-staffed for much of the year.
(WE CAN'T AFFORD THIS)
- Reporting requirements become cumbersome for the business owner and will take time away from them running their business!
- When the money runs out, as it's 'first come-first served', that's not judicious in any way to the employee who will be paying the .5% tax out of their paycheck!
- There are just too many ways any worker with a less than stellar work ethic will be able to abuse this situation and take advantage. The employer will be held hostage by this with very little way to move in any direction to keep their business running efficiently!
- The added cost will prevent small businesses from being able to hire temporary help while an employee is away for so long! Again – crippling our production and deliverables to our clients!

You're setting us up for failure if you approve this bill!

This, with all the other bills that have already been passed are making it far more expensive for us to stay in business and provide jobs. If we can't stay in business with all these mandates – where do you think the jobs will come from?!!!

On a personal note, our Chamber already maintains a very flexible schedule for our 2 employees. We offer a generous package of PTO & Retirement – as do many of our member organizations – with this rule and others you're pitting employer against employee at every turn and making it hard to stay in business!

STOP being our HR department!

Laura Edmonds

President & CEO

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