



Representative John Lively, Chair
Members of the House Committee on Early Childhood and Family Supports
900 Court Street NE, H-488
Salem, OR 97301

Chair Lively and Committee Members:

Columbia Gorge Fruit Growers (CGFG) is a nonprofit comprised of 440 growers and 20 shippers of tree fruit in the mid-Columbia region who together produce more than 225,000 tons of cherries, apples, and pears. We provide jobs to many hardworking Oregonians and strive to help our employees advance their careers while supporting their families. **We are proud to support HB 3336, which would expand access to paid family leave that is both accessible to all employees and affordable to small and family-owned businesses.**

Our members work constantly to balance the dual goals of supporting our employees and their families while remaining competitive in a market that sets our prices. HB 3336 will help employers to achieve both these goals. By allowing employees to establish Family Leave Savings Accounts, HB 3336 will create a new tool that working families can use to replace their wages during leave periods and provide a tax benefit for doing so. Moreover, it will give employers the help we need to do something that we wholeheartedly support and too often cannot afford to do on our own—provide paid family leave to our employees.

Small employers in particular have struggled to implement a variety of new employment mandates, including minimum wage increases and employer-funded paid sick leave. We care deeply about our employees, and we compete to provide them with the best benefits that we can. HB 3336 would expand employee benefits and allow us to grow our businesses at the same time. In the long run, this will lead to better jobs for all employees.

HB 3336 is a win-win for businesses and employees alike. By incentivizing employers and employees to improve job benefits, it will ultimately give much-needed relief to families in difficult times. **We enthusiastically urge your YES vote on HB 3336.**