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Via Email

House Committee On Early Childhood and Family Supports

Re: Testimony Regarding House Bill 3336
On behalf of the Oregon Trial Lawyers Association

Chair Lively and Members of the Committee:

Thank you for the opportunity to testify about HB 3336, a bill to create a family medical leave savings accounts. Oregon Trial Lawyers Association (OTLA) members fight for workers who face on-the-job discrimination for reasons such as their race, gender, disability, sexual orientation, or religion. OTLA members also fight for workers who have been discriminated against for taking family and medical leave and are therefore supportive of efforts to make family and medical leave more accessible to employees.

As the Committee is likely aware, the Oregon Bureau of Labor and Industries (BOLI) is the state agency charged with enforcing discrimination laws, including those related to family and medical leave discrimination. Although HB 3336 envisions a role for BOLI in administering the family and medical leave savings account program, the bill falls short of providing employment protections for employees who inquire about or utilize the account. Without robust employment protections and enforcement mechanisms, rights and benefits created by the legislature are rendered meaningless.

Because the bill will not provide the protections workers need and deserve, OTLA urges a no vote on HB 3336.

Sincerely,
Christina Stephenson