

Dear Chair Barker,

HB 3031 fails to align with the federal Family & Medical Leave Act (FMLA) and OFLA, which could result in potential "stacking" of leave and greater uncertainty for Oregon employers.

Unlike the Oregon Family Leave Act (OFLA), which governs workplaces of 25 or more, HB 3031 applies to employers with just ONE employee! This will harm our smallest employers.

Oregon businesses are still scrambling to comply with the state's paid sick leave law, minimum wage increases, predictive scheduling law, overtime mandate, and the new and complex equal pay law. Now is NOT the time to pass aggressive family and medical leave mandates that would further burden local businesses.

Please vote 'NO' on HB 3031

Kind regards,

Todd Goergen

Sincerely,

Todd Goergen  
PO Box 97  
Coos Bay, OR 97420  
[todd@arcticiceoforegon.com](mailto:todd@arcticiceoforegon.com)