



March 25, 2019

HB 3031

House Business and Labor Committee

Chair Barker and Members of the Committee:

American Family Insurance opposes HB 3031 for the following reasons:

- ✓ The proposal provides additional challenges for work coverage and scheduling because it accelerates when employees are eligible for time off with job protection:
 - Proposed Paid Family and Medical Leave Insurance Program – eligible after working 90 days and provides job protection;
 - Current Federal Medical Leave Act - eligible after working one year and have 1,250 hours worked in the previous 12 months (American Family uses 1,000 hours worked in the previous 12 months) and provides job protection;
 - Current Oregon Family and Medical Leave Act (OFLA) – eligible after working 180 days and work an average of 25 hours each week;
- ✓ Increases cost to American Family Insurance because employer must pay 50% of the cost up to a maximum of .5% of wages
- ✓ Increases administrative complexity:
 - Need to update current short-term disability benefit (STD) program to an integrated STD plan with a third party administrator that offers to offset STD benefit with the Oregon paid family and medical leave insurance program benefit;
 - Need to amend current corporate paid family leave program benefit to offset benefit provided by state of Oregon and purchase;
- ✓ Impacts current company policy - possibility of requiring employers to provide additional time off to employees for bereavement leave;
- ✓ Provides opportunity for employee to bring civil action against employer.

Please vote NO on HB 3031. Thank you for your consideration.

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