

Dear Chair Barker,

Please vote no on HB 3031. Oregon businesses are already struggling to meet the burden 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. We are also a state that is driving businesses away with a lack of understanding of what it takes to run a business.

HB 3031 is one of the most aggressive family leave taxes under consideration in the country! It would provide 32 weeks of paid leave, well above the 6 and 12 weeks adopted by other states.

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. We are one of those employers. And we are valuable to our community. We not only provide jobs, contract and employees, we also provide our services to businesses, government agencies, educational institutions, non-profits, etc., at prices they can afford. We give back to the community through free services and fundraising efforts for non-profits like the DAV -Salem Chapter. We are valuable, but we will be unable to continue with this legislation AND the legislation regarding definition of contract workers that are both up for vote at this time. Thank you for your thoughtful consideration of this bill.

Sincerely,

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