

## VanMouwerik Reid

---

**From:** Dan Kohler <preneed@comcast.net>  
**Sent:** Thursday, March 21, 2019 12:32 PM  
**To:** SWF Exhibits  
**Subject:** Vote NO on HB 3031

Dear Chair Taylor,

Please vote no on HB 3031

This bill offers no exemption for small business or those already offering very generous leave options.

My dentist employs 2 dental hygienists and two office clerical staff. If one hygienist were to become pregnant he would be required to continue to pay the hygienist and hire a temp to fill in. The work still needs to be done but at what cost. He has been very generous with leave and has held positions for staff, however the margins in a small business don't allow for this law for ALL employees. This bill would place an additional burden on small business. I would be forced to choose to hire less people to cover additional government mandates.

Please vote NO on HB 3031

Sincerely,

Dan Kohler  
182 Cedar Bluff Cir N  
Keizer, OR 97303  
preneed@comcast.net