

## VanMouwerik Reid

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**From:** Emily Secord <emily.a.secord@gmail.com>  
**Sent:** Thursday, March 21, 2019 4:15 PM  
**To:** SWF Exhibits  
**Subject:** Vote NO on HB 3031

Dear Chair Taylor,

I'm someone who could potentially benefit from this bill as a 30-something female worker and I am adamant that we cannot continue to burden our business community. We cannot afford to lose good paying jobs in Oregon.

A benefit of this size would cost Oregonians more than \$1.5 billion in new paycheck taxes each biennium!

This is a huge burden and will harm our smallest employers the most.

HB 3031 will be mandatory for employers of ALL sizes. The bill offers no exemptions for small businesses or for employers that already offer more generous leave programs. This seems counter-productive.

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. Again, seems counterproductive to Oregon values.

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. We have asked too much, we're burdening employers and tax payers.

Extensive paid maternity leave such as this proposes would put us at a massive competitive disadvantages in job and business recruitment and retention.

It doesn't matter what the family leave policy is if there is no employer to provide the job in the first place.

Be thoughtful about the unintended consequences - what message are we sending. Please vote 'NO' on HB 3031

Sincerely,

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