

VanMouwerik Reid

From: Nancy Giddens <ngiddens55@gmail.com>
Sent: Friday, March 22, 2019 9:29 AM
To: SWF Exhibits
Subject: Vote NO on HB 3031

Dear Chair Taylor,

Owning and operating a small business in Oregon is already difficult in dealing with all the taxes, state run retirement programs, minimum wage mandates, sick leave, so on and so on. Now an additional 32 week family paid leave act on top of all of this will make it next to impossible to be able to stay alive for small business owners. That's why you are seeing so many small and large businesses leave Oregon completely and the number will continue to rise. I hire as young as 17 year old kids in my establishments who work minimal hours. Included in 18 and above age group are college students and others who come without any experience what-so-ever. I train and employ those who come to me without skills. I train them and they learn about some of the basics needed in a working atmosphere. I feel like this State is out to punish small business owners rather than applaud them and help them. We should not be forced to have to raise the prices so high that our customers cannot afford the food anymore nor should we be forced to provide so many benefits for the employees when especially in my business, they are so young and never stay long. Currently all take so much advantage of the sick leave act that was forced down our throats, can you just imagine how it will be with the paid family leave act? Come on.....These type of things that the state is calling benefits but yet they are trying to make it mandatory isn't fair and should be a thing only to the employers providing career jobs, not part time positions. This State needs to stop hitting the small business owners so hard as we are ALL getting pretty tired of it. The state needs to stay out of the personal businesses and manage themselves. Everyone knows that Oregon PERS is in such bad shape and it appears that all of this is just about putting some money back in their pockets and forcing the small business people to pay for their mistake.

Sincerely,

Nancy Giddens
7632 2nd Ave N
Keizer, OR 97303
ngiddens55@gmail.com