

HB3031 is the most aggressive paid family and medical leave legislation under consideration in the country. HB3031 would mandate up to 32 weeks (7 plus months) of paid and protected leave for all Oregon employees.

In the summary it says that an employee would qualify for this leave after 90 days. Most employers have a 90 day probationary period for new employees, in fact the ACA law states employees are to be offered health insurance the first of the month after 60 days employment, which is roughly 90 days. This proposed new law is ridiculous saying that on the 91st day an employee can take 32 weeks paid leave, and force my company to pay 7 plus months health insurance, keep their job open until they return after just 91 days of employment is so far reaching and without regard for all businesses that keep Oregon citizens employed.

Then theres the cost of creating another Oregon government department that Oregon cannot afford. How many new state employees would be needed to run this new department? How much is it all going to cost? How can Oregon afford this when it refuses to correct the problems with the PERS? Does the Oregon legislature think it can just continue to tax business with no repercussions? Oregon is already trying to figure out how much to charge businesses on new taxes to pay for the PERS problem. The business of Oregon has a problem with paying for what it promises, I don't have that luxury as an employer. Oregon needs to rein in it's spending and get control of what it can't pay for currently.

My family has operated a manufacturing company in Klamath Falls for 42 years now, we have 50 employees. As I look over the decades of Oregon tax increases in the SUTA taxes and then the new Transit taxes, I wonder where it will stop. I treat my employees like family, already giving them time off paid for emergencies. But not if they've only been employed 90 days!!! This type of overstepping tax will only force employers like us to rethink the current perks we give our employees. And I'm sure my employees will not enjoy another new tax coming out of their paycheck.

A stressed and overtaxed business owner,

Joanne Kingman

VP/Owner

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