

Dear Chair Barker,

HB 3031 is one of the most aggressive family leave taxes under consideration in the country! It would provide 32 weeks (approximately 8 months!!!) of paid leave, well above the 6 and 12 weeks adopted by other states.

A national think tank found that a benefit of this size would cost Oregonians more than \$1.5 billion in new paycheck taxes each biennium! That is outrageous!

Currently, only six other states and D.C. have enacted family and medical leave programs. Although the majority of these states require the program to be funded only through employee contributions, HB 3031 requires that the employer pay 50 percent of cost. Why do you (State government) keep going after businesses this way?

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 and destroy many of them!

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 is not right!

Every employer will be required to maintain the position for the full duration of a worker's leave while finding temporary, skilled workers to replace those on leave. That's an added cost that isn't acknowledged in HB 3031. Please look at all sides and see the destruction this bill will cause to so many, versus helping the few.

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. This means you'd be looking at potential lawsuits to try to clear up the confusion that you caused with this bill.

Closing:

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. Please stop trying to increase an already large budget on the backs of small businesses and the Oregon economy. You destroy the small businesses which means that you destroy future taxable income, our economy, our way of life and the financial well-being of many of your constituents.

Please vote 'NO' on HB 3031

Sincerely,

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