

To Whom it May Concern:

As a business owner in the state of Oregon, I am pleading with you to not pass HB3031, the law to pay employees for 32 weeks of pay for family leave. If you do not have to write a paycheck to an employee, I do not feel that you fully understand the ramifications this law will put on small businesses, and even larger companies that are struggling to keep their business going. To pay someone to not be working for such an extended period of time creates a huge burden on us. In many cases, we would have to hire another individual to fill the void of such a long term absence. Now we are paying two people for one job. Our company produces perishable commodities, and 32 weeks can mean a "harvest season" for our company. We are not in a position to pay people to not be working. While we do agree people having and needing paid time off for their families, or themselves, and we do offer Paid Time Off (Sick pay/Vacation pay), to be required to do so for 32 weeks could lead to a financial crisis or put us out of business.

All of the laws that keep asking more from employers is creating a monster in our society. Raise minimum wage, watch prices for all goods and services go up. Did anyone win? NO! We are back to where we began. We did not help the minimum wage earner get ahead. Minimum wage was never meant to be a "living wage". A person would be motivated to work hard, get promoted and earn a better wage. We have taken the value of hard work out of our employees mentality, and now they are either settling for a job, or choosing to not work because our government will take care of them. HB3031 is yet another program that many will take advantage of and abuse. With each new bill that you put on us, we seriously consider doing everything possible to automate our company so we can remain in business.

Please, do not vote this bill in if you care about all business in Oregon. Without each one of us, you will have a worse problems for our State. Keep business in Oregon, encourage new businesses to come to Oregon, we know how to help our employees and without additional burdens and demands placed on our operation.

Thank you,