

VanMouwerik Reid

From: Amy McLeod <amy@mgnrealtors.com>
Sent: Monday, March 25, 2019 9:06 AM
To: SWF Exhibits
Subject: Vote NO on HB 3031 and SB 947

Dear Chair Taylor,

While this bill sounds good in theory, the unintended consequences will be harmful both to small business owners and employees.

As a small business owner, the engine in Oregon, these are the pressures created:

- 1) most positions are covered by one person. Loss of personnel for 8 months will cause dramatic hardships in small companies.
- 2) Offering an 8 month position does not allow an employer to attract a high level of skill - which is what's usually needed in small business, as everyone is specialized
- 3) This bill is not tied to the Federal Family Leave, allowing for an additional 3 months off in an unpaid status.
- 4) As a small business owner, I don't have the margins to be ready to pay full wages to an employee off work for 4 months AND hire a temp

Realistically there will also be unintended consequences to the employees as well, especially female employees of child-bearing age.

As a 62 year old woman, I know the fight we have had to be recognized as equal in the market place, while at the same time fighting for the right to have a reasonable amount of time at home with our young infants.

While you may put what you think will be safeguards in place, I have no doubt in my mind that any employer could find a reason not to hire a qualified young woman because of the potential of the burden to the business if she became pregnant.

This bill is an over-reach. Please take the necessary steps to ensure it dies in this session.

Sincerely,

Amy McLeod
4054 Braden Ln SE
Salem, OR 97302
amy@mgnrealtors.com