

## VanMouwerik Reid

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**From:** David Thompson <mondiehs81@gmail.com>  
**Sent:** Monday, March 25, 2019 9:51 AM  
**To:** SWF Exhibits  
**Subject:** Please Oppose HB 3031

Dear Chair Taylor,

I am very concerned about the anti-business climate I see in the Oregon Legislature. Today I urge you to not support HB 3031, a new paid family and medical leave bill.

We own and operate a family ranch in SE Oregon. We employ ourselves, my brother and I, and one part-time hand, my nephew. Every time a new tax or fee is assessed on small businesses, our personal income goes down. This affects not only us, but the businesses in our community as we have less disposable income to spend in those small enterprises.

HB 3031 creates a new costly government-run, one-size-fits-all mandatory leave program that would be funded by all employers and employees through a new payroll tax.

HB 3031 applies to employers with even just ONE employee! The bill offers no exemptions or accommodations for small or seasonal businesses. It's impractical for many of our small and family run farms.

This new bill requires that the employer pay 50 percent of cost! The majority of states with a family leave program require the program to be funded only through employee contributions.

Farmers and ranchers are still scrambling to comply with the state's paid sick leave law, minimum wage increases, retirement savings requirement, and the new and complex equal pay law. Now is NOT the time to pass an aggressive family and medical leave requirement that would further burden Oregon producers.

Please vote 'NO' on HB 3031. It's a cost that we will be unable to afford.

Sincerely,

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