

## VanMouwerik Reid

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**From:** Jim Klopfenstein <Jim@DayHeating.com>  
**Sent:** Monday, March 25, 2019 9:10 AM  
**To:** SWF Exhibits  
**Subject:** Vote NO on HB 3031 and SB 947

Dear Chair Taylor,

HB 3031 and SB 947 would elevate the paid leave that an employer would be required to provide per year to 48 weeks. As an employer, I would be required to pay an entire years wages for 4 weeks of work, find another employee to cover the 48 weeks of leave (paying them for 48 weeks as well), AND guarantee a job when the employee returns. In the current climate of labor availability, not only is it an unreasonable logistic burden for employers, it's an unreasonable cost burden as well. A small business would be face with the potential of double labor costs in a year (not to mention additional training costs). These additional cost will be passed on to consumers, making Oregon one of the least consumer friendly states to live in the nation, as well as one of the least business friendly states.

In addition, HB creates a costly government run program. Government is not the answer here. In free market conditions, employers strategize on balancing benefits designed to entice and retain skilled worked with overall cost and needing to stay competitive in the market. If I don't offer good enough benefits, my employees will go to an employer that does. But if that employer "over offers", they'll go out of business. It creates a balance. These bills create a burden that borders on socialism that will push businesses out of Oregon, which will push jobs out of Oregon.

Sincerely,

Jim Klopfenstein  
3930 45th Ave NE  
Salem, OR 97305  
Jim@DayHeating.com