

## VanMouwerik Reid

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**From:** Mr. & Mrs. Larry Otley <lsotley0924@gmail.com>  
**Sent:** Monday, March 25, 2019 7:35 AM  
**To:** SWF Exhibits  
**Subject:** Please Oppose HB 3031

Dear Chair Taylor,

32 weeks or 8 months of paid medical leave each year is extreme. Also there are no exemptions for seasonal work. Not enough help at your busy time time of the year can be the difference between profit and bankruptcy. To further complicate matters, it doesn't align with federal family and medical leave.

One drastic part is the cost. Farmers & ranchers have a low profit margin and just can't afford another payroll tax. I feel sorry for our workers as their take home pay in Oregon just continues to shrink. Just to list some of the withholdings: federal income taxes, Oregon income taxes, social security, medicare, unemployment, & state transit tax. Many workers have families and need the money now.

Farmers and ranchers have enough bookkeeping costs and time requirements, matching fees, and cost of Workers' Compensation Insurance not to mention the loss of help for 2/3 of a year.

Something will have to give. Probably the first to give will be to hire less workers if possible. Then just go out of business for older ones and the younger ones will have no incentive to go into the business even if they could.

Sincerely,

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