

I am writing in support of HB 3031, I believe this is important value statement of Oregon. And overall will benefit working Oregonians and employers.

As a business owner and potential future employer. I would like to see this Law and Fund available to working families and my future employees. Additionally as a union member and labor activist, I see this benefiting my fellow union members in maintaining their employment and developing long careers with our employer. With the family emergencies and blessings (having a child) that we experience in life, taking time to address health problems in families is important especially without losing a paycheck. Additionally welcoming a new family member is important to families well being and retaining employees. These value added benefits to the families and employee longevity, reflect our values as Oregonians.

Additionally, the Payroll contributions by an employee would not exceed 0.5 percent of the employee's wages is both reasonable and a cost container. Rather than losing an employee and needing to train a new one, which can cause \$10,000 per new employee. Instead you can retain an employee who experiences a family emergency.

I also believe that the dynamics of the fund operation should be as follows:

- Benefits would be paid based on a formula relating to the employee's average weekly wage.
- Paid leave would be available for the following listed (and somewhat redundant) purposes:
  - Parental leave;
  - Leave to care for a family member with a serious health condition;
  - Leave for the employee's serious health condition;
  - Leave to care for a covered service member;
  - Leave arising out of a family member's active duty service;
  - Leave taken because of a period of military conflict; and
  - Any of the purposes for which leave may be taken under the Oregon Family Leave Act "OFLA").

By creating this kind of law and fund with these dynamics, we can reduce the financial burden of taking care of our families. I personally had to take leave without pay to help my family when my dad had a stroke in 2013. I know the financial burdens of taking care of family members. It caused me to make huge sacrifices and I was lucky to be able to keep my house and bring myself back up. Additionally, it reduces those who need UI and other safety net benefits. Lastly as a young business owner, passing this law won't prevent me from wanting to expand my business in this state, nor cause me to not hire employees.

One final note, I appreciate the timelines of this bill;

becoming effective 91 days following the close of the Legislative session, with certain portions of the Act becoming operative on January 1, 2021, and the remaining portions effective January 1, 2023.

I ask you to pass this into law, and develop this fund.

Austin Fohnagy