

## VanMouwerik Reid

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**From:** Thomas Burdett <tom@bntpromo.com>  
**Sent:** Thursday, March 21, 2019 10:08 AM  
**To:** SWF Exhibits  
**Subject:** Vote NO on HB 3031

Dear Chair Taylor,

Good Day Caddy, Kathleen and Jeff;

I write you in regards to HB 3031.

Any business in Oregon is dealing with so many additional overhead expenses - even with trying to stay up with the minimum wages. Plus all the other added regulations hitting them, especially the backbone of Oregon's Small Businesses that are the majority of economic support for our State. Please realize that business owners comply as needed, yet the true reflection is less net profit to increase employment, add equipment and provide work security for their employees. I urge you to not allow this HB 3031 to add another 'speed bump or road block' to the operations that support this State. This might be acceptable at a later time, yet allowing 32 weeks of paid time off will directly cause various concerns. For 1, think about what the company would have to do to cover that employee loss - even just for a week. Spreading workers too thin is not a good outcome. Please take all business concerns to heart and value them for what they accomplish within Oregon State, which is known as one of the toughest States to do business in. I also truly hope that each of the recent additional expenses to business is NOT just to cover Oregon's debt, for businesses did not cause that for sure.

Responsibility belongs with those that caused it.

Sincerely,

Tom Burdett  
1345 Bayview Ave.  
North Bend, OR 97459

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tom@bntpromo.com