



American Association of University Professors

Academic Freedom for a Free Society

March 25, 2019

House Committee on Business and Labor
900 Court St.
Salem, OR 97301

RE: Support for HB 3031

Chair Barker; Vice-Chairs, Baretto and Bynum; and members of the Committee,

My name is Ramin Farahmandpur and I am a professor in the department of Educational Leadership and Policy in the College of Education at Portland State University. I also serve as AAUP Oregon's Vice-President for Political Action. I am writing in support of HB 3031.

The absence of a universal paid family and medical leave policy impacts Oregon's working families, in particular, the state's most vulnerable and underserved population: women, people of color, and senior citizens.

Oregon's economic recovery from the 2008 recession had outpaced the national average. In fact, a 2016 Bloomberg study ranked Oregon as the "best-performing economy in the nation." The state's strong economic growth is highlighted by its booming housing construction market, its surging population growth, and its low unemployment rate.

According to a March 2019 report released by the Oregon Office of Economic Analysis: "Local wage growth outpaces national figures due to the strong labor market. With more Oregonians working more hours and for higher pay, household incomes are reaching historic highs on an inflation-adjusted basis."

The state's adoption of a universal family leave policy also benefits business owners. It boosts employee morale and increases productivity. It also reduces employee turnover and costs associated with training new employees.

Washington and California—two states bordering Oregon—have instituted family leave policies for working families. It's time Oregon follows their lead.

We urge you to vote in support of HB 3031.

Thank you for the opportunity to submit testimony.

Ramin Farahmandpur
Vice-President for Political Action, AAUP Oregon