

March 25, 2019

To: The House Business and Labor Committee and the Senate Workforce Committee  
From: Amanda Manjarrez, Advocacy Director, Latino Network  
Re: Support of HB 3031

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Dear Chair and Members of the Committee,

We are writing to you today to ask for your support of HB 3031. The FAMLI Equity Act would provide critical supports for families, women, children, elderly and disabled people in our communities. Our organization serves the Latino community and provides housing, education and community supports. Much of our work revolves around helping families in our communities stabilize their lives. These efforts can be disrupted when a participant has to take time off work to take care of an elderly parent who is sick, to give birth to a child, or for an illness they experience themselves. Research shows that families are better able to stabilize their employment and financial situations with access to Paid Family Leave programs.<sup>1</sup> We think it is unfair that a parent has to choose between making their rent and taking time off for their pregnancy. These are choices that people in our community are forced to make. If our family members or loved ones are sick, we should be able to dedicate the resources necessary to make sure they get better.

We are actively promoting efforts to make sure children and families are educated, supported and thriving. We need to have the ability to tend to our children in the immediate period after childbirth order to build socio-emotional development between parent and child. Research shows that these bonds are incredibly important for improved educational outcomes in the future.<sup>2</sup> Giving parents the time they need to create these relationships and bonds with their children is key. Oregon has an opportunity to be a leader in the US and join 4 other states in passing a Paid Family Leave policy. We know that Family Leave laws prevent people from becoming poor or financially burdened just because they want to care for someone they love.

Latino Network urges you to support the FAMLI Equity Act to ensure that the Latino community and the rest of the State have the resources they need to tend to their families. This would have a major impact on the people we serve and our neighbors. Please don't hesitate to contact us if you have any additional questions or concerns.

Sincerely,  
Amanda Manjarrez  
Advocacy Director  
Latino Network

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<sup>1</sup> Winston, et al., 2018

<sup>2</sup> Winston & Chicot, 2016

## References

Winston, R., & Chicot, R. (2016). The importance of early bonding on the long-term mental health and resilience of children. *London journal of primary care*, 8(1), 12-14.  
doi:10.1080/17571472.2015.1133012

Winston, P., Antelo, L., Bennett, R., (2018) Paid Family Leave: Supporting Work Stability Among Lower Income Mothers, U.S. Department of Health and Human Services