

Dear Chairs Barker and Taylor,

Legislators are public servants who are supposed to thoughtfully introduce legislation that helps Oregon be the best state in the union. Fair to all. Legislators have come up with new ideas that have put us on the map. However, if HB 3031 becomes the law of the land, competition for Oregon companies will be critically hurt.

This is a costly, one size fits all mandatory, government run program funded by a new payroll tax. It is one of the most aggressive family leave taxes being proposed in the nation. If passed it would be a heavy burden on small business owners, farmers, and local governments.

Business owners are still trying to implement minimum wage increases, retirement savings requirements, a complex equal pay law and the recently passed Paid Sick Leave law. Another government mandated program is troubling and problematic.

I've lived here all my life and know the State motto " She flies with her own Wings". We surely the State will crash if this burden is enacted upon all business owners.

Please vote 'NO' on HB 3031. Let the businesses in Oregon adjust to all of the new requirements having already been mandated before yet another costly one is introduced.

Best Regards,

**Larry Schwartz**

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