

Testimony
Senate Workforce Committee
HB 3031

Chair Kathleen Taylor and members,

As an employer in Oregon I oppose HB 3031

I oppose HB 3031 because it is costly, doesn't take into consideration seasonal businesses and is an over reaching mandatory program.

HB 3031 Mandates Family Leave for all employees who have been employed for only 90 days. For a seasonal business this causes a great hardship. It is difficult to get workers who want to work for only three to five months, this will cause the possibility of having to find an additional employee if after 90 days the first employee decides to take family leave. I believe that there should be an exception for seasonal employees and also for employers of less than 50 workers. One size fits all is not practical.

HB 3031 does not align with the federal Family & Medical Leave Act and OFLA. This bill leads to additional cost of employment, leads to greater uncertainty in regard to workforce needs and will over burden Oregon's farm families.

I urge you to oppose HB 3031.

Thank you for considering this Testimony,

Janice Flegel