



March 25, 2019

House Committee on Business and Labor
Senate Committee on Workforce

RE: HB 3031 – **OPPOSED**

Chair Barker & Chair Taylor,

I am Marie Bowers, a fifth-generation farmer in Linn and Lane counties. Our family business employs 4 full time employees who we offer vacation time and sick leave as part of their employment.

I am opposed to HB 3031. Mandating a new payroll tax and 32 weeks of paid leave is an **unreasonable** ask for family farms that already operates on slim margins and is influenced by the seasons.

Our employees are a valued part of our farm and we accommodate them where we can when they need family leave. However, they also understand that there are certain times of the year where they cannot leave, such as harvest time. We cannot afford to pay two people for the same position if one person is on leave and we have to replace him.

As a small business we do not have a full-time person dedicated to HR and Payroll. We have me; who also oversees our straw baling operation, fall planting, truck driver and bookkeeper on top of HR & payroll. As the Oregon Legislature continues to pile on new regulations on small business, I find myself overwhelmed making sure our family farm is in compliance. This is one more unnecessary burden on family farms and small business.

Please oppose HB 3031.

Marie Bowers
Oregon Farmer