

Senator Arnie Roblan  
900 Court St NE, S-417  
Salem, OR 97301

Re: HB SB 947

I have been a small business owner on the Oregon Coast for the past 25 years and employe people on average. I pay approximately 85% of their health insurance premium (Medical, Dental, & Eye) for them, they have a 401k Plan that also pays matching funds and a profit sharing plan, paid PTO, 5 holidays, and long term disability insurance. HB 3031 would affect us as we have more than one employee.

My concern is that businesses are not able to function well with key employee's missing for 24 weeks let alone 48 weeks. Small businesses are struggling with wages, rent, and health insurance costs and the employer will have to pay for this program. While the employee is on leave, they are not creating revenue to pay their wages but yet you want the employer to pay them. In some cases, the employers will reduce benefits for everyone to pay for the benefit that may or may not be used. It is not the responsibility of the employer to pay employees when they are out on OFLA, which is why they have PTO and have the ability to purchase long-term disability.

As a business owner-employer, this bill would have a negative impact by allowing someone to be out for 24 -48 weeks (approximately 6 -11 months) which does allow us to provide service to our customers in a timely manner resulting in loss of revenue and increased expenses due to the proposed bill SB 947. The plan could result in the loss of benefits and jobs to employees. I urge you to vote against this to protect **ALL** businesses.

Sincerely,



Rene Collins  
M4 Investments  
Coos Bay, Or 97420

Senator Arnie Roblan  
900 Court St Ne, S-417  
Salem, OR 97301

Re: HB 3031

I have been a small business owner on the Oregon Coast for the past 25 years and employe people on average. I pay approximately 85% of their health insurance premium (Medical, Dental, & Eye) for them, they have a 401k Plan that also paying matching funds and a profit sharing plan, paid PTO and 5 holidays. HB 3031 would affect us as we have more than one employee.

My concern is that small business are not able to function well with key employe's missing for 32 weeks. Small businesses and employees are struggling with wages, rent, and health insurance costs and either the employe or employer or both will have to pay for this program.

As a business owner-employe this bill would have a negative impact by allowing someone to be out for 32 weeks (approximately 8 months) does not be able us to provide service to our customers in a timely manner resulting in loss of revenue. We would have to try to hire and train someone that we would only possibly be able to work for 8 months and our training period is approximately 4-6 months. Employe may have more withheld from their check to pay for this program, which probably most of them would not need to use.

I urge you to vote against this to protect the small business owners.

Sincerely,



Rene Collins  
M4 Investments  
Coos Bay, Or 97420