



812 SW Washington St. tel. 503-223-5587
Suite 900 fax 503-223-4101
Portland, OR 97205 www.oregontriallawyers.org

June 10, 2019

Via Email

House Committee on Rules

Re: Testimony in Support of House Bill 2005-3

Chair Holvey and Members of the Committee:

Thank you for the opportunity to testify in support of House Bill 2005-3. Oregon Trial Lawyers Association (OTLA) members fight for both public and private sector workers who face on-the-job discrimination for reasons such as their pregnancy, medical leave usage, or disability. OTLA members also fight for workers who have been discriminated against because of their caregiving responsibilities.

OTLA members report that they expect paid family and medical leave insurance (PMFLI) will make a positive impact in Oregon's work environments. To the extent that PMFLI takes the employer out of managing employee leaves, this will also be beneficial to both employers and employees. Having family and medical issues is a normal part of life; and being allowed to take family or medical leave should be a normal part of working. When employers and employees work together to meet business and community needs, we all benefit.

With regard to specific proposals for PMFLI, we urge the committee to support: 1) a system that is available to all workers; 2) employment protections for all employees, regardless of employer size; and 3) strong enforcement of anti-retaliation provisions.

OTLA members are hopeful that PMFLI will help to de-stigmatize employees who take on caregiving responsibilities and help end discrimination on this basis. OTLA supports the effort to create more equitable workplaces and urges a **yes vote on HB 2005-3**.

s/ Christina Stephenson
OTLA Workers' Rights Policy Group