



To: House Committee on Rules
From: Matt Newell-Ching, Public Affairs Director
Subject: Statement of Support for Paid Family and Medical Leave (HB 2005-3)
Date: June 11, 2019

We envision an Oregon where everyone is healthy, hunger-free and thriving.

Working families in Oregon should be able to care for families without the fear of losing a job and compromising economic security. Whether it's the birth of a child, the serious illness of a spouse, or the end-of-life for a parent - we all need time to care for our families.

We urge your support for Paid Family and Medical Leave for Oregon (HB 2005-3). This bill would create an insurance program so that workers can care for their families during events such as the birth of a child, a major illness, or caring for a parent.

One in four new mothers in our country are going back to work within 2 weeks of having a baby. New moms have barely recovered from childbirth, much less had sufficient time to bond with their new baby and adjust to parenthood. We can do better.

No one should have to choose between keeping a job and caring for a family member. **Yet only 13% of American workers currently have access to paid family & medical leave through their job.** Most low-income working families - who are more likely to experience hunger and food insecurity - simply do not have access to paid family leave. This disproportionately impacts women and people of color.

Women still provide the majority of unpaid caregiving within the home, whether it is for a child or for an elderly parent. Women are also the primary or co-breadwinner in more than two-thirds of families.

This bill addresses this problem by structuring the insurance program such that low and middle-income workers are able to retain a significant percentage of their income while taking care of family. **All families deserve the dignity of being able to care for a loved one and not risk losing their source of income.**

The United States lags behind the world in paid family leave. Oregon can join other states such as Washington and California and help lead the way for our nation.

We urge your support for HB 2005-3. It's good for families, workers, kids, parents, seniors, women, communities of color, and employers - all Oregonians.