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TO: Chair Holvey
Vice-Chair Williamson
Vice-Chair Wilson
Members of the House Committee on Rules

FR: Jessica Giannettino Villatoro, Political Director, Oregon AFL-CIO

RE: Support for HB 2005-3, Paid Family Medical Leave

June 11, 2019

The Oregon AFL-CIO represents 300,000 working Oregonians and is a voice for all workers in the legislative process. Expanding access to paid family leave for working families is the right step for Oregon to take. For far too long, workers have been forced to choose between taking care of a new baby or loved one, and losing economic security. Expanding access to paid family leave will likely have economy wide impact that will result in fewer families relying on public assistance and higher labor force participation rates.

The United States is the outlier as it relates to access to paid family leave. We are the only advanced economy that does not provide access to paid maternity leave, and one of only a handful that doesn't provide access to paid paternity leave. We know that low wage workers, workers of color, and unmarried women have less access to paid leave than their respective counterparts and stand to benefit greatly from HB 2005-3.

HB 2005-3 does the following things:

- Creates a self-sustaining insurance program administered by the state. Structured as a social insurance program, like Social Security or Unemployment Insurance
- Provides a structure that is funded by a shared contribution by employers and employees, each providing a small percent of payroll to a state-managed insurance fund that will administer the program
- Produces a way for employees to receive partial income replacement when they need family or medical leave

The Oregon AFL-CIO urges your support for HB 2005-3.