

Dear Chairs and Members of the Committees,

Thank you for the opportunity to share my testimony. I was in Salem on Monday for the hearing but did not have the chance to testify due to the overwhelming number of supporters present for HB 3031.

My name is Megan McMillan and I am from HD 27/SD 14. I--to quote one of the opposing testimonies on Monday night--am not a "revenue-generating body." I am a mother, a daughter, a valued employee. I am a human.

Currently, I'm one of the 15% of people who have access to paid family and medical leave.

I'm one of the lucky ones. Without paid leave, I wouldn't have been able to care for my son for the first seven weeks of his life during which he had to be fed with a medical syringe due to feeding issues. I wouldn't have been able to recover physically and mentally from childbirth and the anxiety and stress resulting from his feeding complications.

But I haven't always been one of the lucky ones. Four years ago, I was the sole caregiver for my mother as she went through and recovered from cancer treatment. I scrimped, saved, and suffered through three months without pay to be by her side.

If you would have seen me testify in person on Monday night, you would have seen my very obvious pregnancy as I am expecting my second child in just two months. But I want to stress that this isn't just about [setting new parents like me up for success](#). **This is for all Oregonians.**

This is a [chance to close the gap between the haves and have nots](#), and we must take this opportunity.

I'm testifying not just for me, but for my friend Stephanie who was told that her pregnancy was a pre-existing condition and denied paid leave by her employer, forcing her to go back to work before she was physically recovered and tearing her away from her family.

I'm testifying for my colleague Kelsey, who is excluded from our workplace's paid leave policy and stringing together "vacation" time to be by her sister's side during weeks on end of chemotherapy.

I'm testifying for other professionals and managers of teams like myself, who find that we lose employees when we don't provide them benefits like paid leave and it [takes up to 200% of the cost of their salary](#) to recruit and train their replacements. It just doesn't make sense economically, as an employer, to not put your people first.

I'm testifying for my husband, who gets only one week of paid leave to welcome our next child in two months. We will barely be home from the hospital by the time he has to leave for work in the morning before the rest of our family is awake. He will be stripped of the opportunity to bond with our child and be celebrated as a caregiver, which has been statistically shown to [worsen the pay and representation gap between women and men in the workplace](#).

I am here for the 85% of our neighbors who have no paid leave at all--not a single hour--who are predominantly women, people of color, and workers in low-wage and temporary jobs who keep our economy running.

For all of us, please take this opportunity to support the FAMLI Equity Act and bring paid family and medical leave to Oregonians now.

Sincerely,
Megan McMillan
SW Portland/Washington County