



**Rebecca Cambreleng**  
1834 SW 58<sup>th</sup> Avenue, Suite 200  
Portland, Oregon 97221  
(503) 308-1481  
rebecca@cambrelenglaw.com

---

**March 25, 2019**

**Via Email**

House Committee on Business and Labor

**Re: Testimony in Support of House Bill 3031**  
**On behalf of the Oregon Trial Lawyers Association**

Chair Barker and Members of the Committee:

Thank you for the opportunity to testify in support of House Bill 3031. 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) employment protections for ALL employees, regardless of employer size; 2) defining family member to include family members as contemplated in HB 3031; and 3) an equal contribution to the program from employers and employees.

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 3031.

Sincerely,

Rebecca Cambreleng