



*We Feed You*



As Oregon employers we appreciate the opportunity to engage in meaningful discussions over the past two years on crafting an Oregon Paid Family and Medical Leave proposal that works for employers and employees.

We believe that the final negotiated product will provide valuable paid leave time for working mothers and fathers, for our employees caring for their aging and ailing family members and for those employees in need of leave to escape a domestic violence situation. While we agree the final bill is the right approach, we acknowledge it will come at a significant cost to employers of all types and sizes.

We applaud the bi-partisan leadership on this issue from Speaker Tina Kotek, Rep. Jennifer Williamson, Rep. John Lively, Rep. Daniel Bonham, Sen. Kathleen Taylor and Sen. Tim Knopp. Together we have crafted an Oregon Paid Family and Medical Leave program that has affordability and practicability at the forefront.

The final proposal offers crucial components for Oregon's large and small job creators, including:

- A program that is affordable for employers and workers and that requires investment from both sides of the equation
- Protections for our small employers
- Alignment with existing family leave programs
- Protection for employers when hiring temporary or replacement workers when their workers choose to take their leave
- Reasonable benefit leave time that allows workers, especially our expecting mothers and fathers the time to bond with their new babies and adopted family members
- A statewide policy that ensures consistency and predictability for Oregon employers
- Program flexibility that allows for employers to access or utilize existing market place insurance products
- Accurate cost accountability for the State and the workers and employers paying into the system

While the final bill does not reflect all we were looking for, it is far closer than where we started. Together we have made a difference for Oregon families, Oregon workers and Oregon employers.