

From the desk of Representative Cheri Helt



June 20, 2019

To the Oregon State Legislature:

As Republican women, we believe that family comes before all else, and that everyone - regardless of their circumstances - would benefit from being able to take the time that they need to welcome a new child into the home or recover from their own or a loved one's medical event or serious illness. Currently, federal and state law only provides Oregonians access to unpaid family and medical leave, leaving many families behind. It is important that we support and protect families, and that is why we urge you to support House Bill 2005, the paid family and medical leave insurance bill.

House Bill 2005 would create a self-sustaining insurance program administered by the state. When an employee has a qualifying reason for leave they would submit a claim and receive at least partial wage replacement for their time away from work directly from the state insurance fund, much like workers compensation and unemployment insurance.

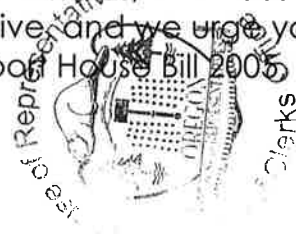
As Republicans, we care deeply for small businesses, and research in other states with paid family and medical leave programs shows that paid leave programs have been good for businesses, despite initial concerns to the contrary. Paid family and medical leave will help small businesses keep people employed and cut down on costs for hiring and training new employees. In California, six years after the introduction of a statewide paid family leave program, both workers and businesses reported positive effects: in a study of 253 businesses, most employers reported that PFL had either a "positive effect" or "no noticeable effect" on productivity (89 percent), profitability/performance (91 percent), turnover (96 percent), and employee morale (99 percent).

Oregon is home to many small businesses and large corporations, and to maintain our competitive edge and continue to attract the best and brightest staff, our small business owners must be able to provide comparable benefits to those that are being offered in other states. While the United States is one of only 2 countries in the world without a paid family and medical leave program, many states are leading the way and implementing their own programs, and five states and the District of Columbia now have paid family and medical leave. If Oregon does not take action, we will not only be leaving millions of Oregonians behind, we will be putting our ability to attract and retain the most qualified workforce at risk, and that puts Oregon families at risk.

As Republican women, we care about our families, small businesses, and Oregon's ability to continue to be a great place to live, and we urge you to put your constituents above party politics and support House Bill 2005, the paid family and medical leave bill.

Sincerely,

JUN 20 2019



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Beverly J Jones, Bend
Carol Jeanne Timmons, Canby
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Danielle Collette Felder, Yachats
Darlene Juanita Cockrum, Eugene
Deborah A Powell, Beavercreek
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Linda K Beaver, Hines
Linda Marie Bevans, Keizer
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Marianne W Mendenhall, South
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