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RE: Oregon Sick Leave Bill – No Alternative Local Sick Leave Rules

Ladies and Gentlemen:

I am writing this letter to express my opposition to permitting local jurisdictions to make their own mandatory sick leave rules in light of a potential statewide sick leave mandate. Currently, both statewide sick leave proposals would permit cities to pass their own separate rules, distinct from the statewide rules.

As a resident of Eugene, I can speak to how confusing and difficult this could become. The entire point of a statewide rule on paid sick leave is to have uniform rights offered to employees, particularly those employees who work for businesses that operate across many different locales.

As I'm sure you are aware Eugene already has passed a sick leave ordinance of its own. It only makes sense that cities not be able to make their own rules up after the legislature takes it up at a statewide level. The result would be to confuse the issue for both employees and employers. In fact, the current statewide proposals go further and are more beneficial for employees than the current Eugene sick leave ordinance, so it is not the case that permitting cities to have their own rules would favor employees. All it does is create confusion and conflict for employees, require different rules for employers whose employees cross into cities with their own rules, and degrade the very point of having statewide action on an important issue where the state can set a single standard to avoid a patchwork of different standards across the state.

I would also add that my business currently already meets and exceeds the requirements for paid sick leave so there is no personal interest in the matter, but I think for the sake of avoiding convoluted sets of rules, the state rules should control and preclude local jurisdictions from passing their own rules.

Yours truly,



NICHOLAS M. FROST