

# **OREGON TRIAL LAWYERS ASSOCIATION**

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## **Testimony in Support of House Bill 3087**

**House Committee On Early Childhood and Family Supports**

**Arthur Towers**

**March 23, 2017**

Chair Lively and Members of the Committee:

Thank you for the opportunity to testify in support of HB 3087, a bill to provide access to justice for Oregonians. Oregon Trial Lawyers Association members fight for workers who face on-the-job discrimination for reasons such as their race, gender, disability, sexual orientation, or religion. OTLA members also fight for workers who have been discriminated against because of their caregiving responsibilities.

OTLA members report that they expect HB 3087 will make a positive impact in Oregon's work environments. To the extent that HB 3087 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.

OTLA members are hopeful that HB 3087 help to de-stigmatize worker caregiving responsibilities and help to end discrimination on this basis. OTLA supports the effort to create more equitable workplaces and urges a yes vote on HB 3087.