

March 25, 2019

To: The House Business and Labor Committee and the Senate Workforce Committee
From: Minda Seibert
Re: Support of HB 3031

Dear Chair and Members of the Committee,

My name is Minda Seibert and I live in Tualatin.

After giving birth to our second child, I needed a hysterectomy and my aging mother started to need more care and attention. We moved her up from Southern Oregon. I had no idea of what would be needed of me. I had four weeks off and used my banked paid time off days for 15 extra days and used temporary disability to heal from giving birth and a hysterectomy. Then mom comes. You can plan for kids and discuss it, but when you are caregiving full time for an adult, the systems aren't there. There are no food trains when your mom has alzheimers. Even with my time off, my work goals were still there when I returned and I was still expected to meet them. There was no taking into account that I'd had a hysterectomy and was taking care of my mom.

Although my mom is in assisted living, I was always taking time off work for appointments, meetings with assisted living staff, and most recently moving her to a different assisted living as she was asked to leave the last two facilities.

I've had to greatly reduce my hours at work. Part of it, is that it is too much of a juggle. I have two children, five and ten years old. My mom is bipolar with undiagnosed memory issues, it is hard to organize the children, plan for their care, and advocate for the care and respect she needs. As an only child, it falls on me entirely to schedule the visits to all the different specialists and follow up with them to insure proper care. This is all in addition to taking care of my husband, my children and myself.

Think of all the talent and skill being lost because women can't juggle it all. My income has been reduced, I will probably end up dropping out and then, not only will my career that I studied and worked hard for, is at a standstill and where will my retirement be. I am smart, I am trained in my field, and I am a great worker. Women do 80% of unpaid care work. Oregon needs to pass HB3031 to keep skilled workers in the workforce.

Sincerely,

Minda Seibert