

To: The House Business and Labor Committee and the Senate Workforce Committee  
From: Sharon Soliday  
Re: Support of HB 3031  
Date: March 13, 2019

Dear Chair and Members of the Committee,

My name is Sharon Soliday. I am a business owner here in Oregon employing 84 Oregonians, primarily women, bringing millions of dollars into the state of Oregon each year. I'm writing today to stand in support with Family Forward Oregon. I live in Representative Bynum's district 51.

I am the CEO and owner of The Hello Foundation, a for-profit staffing and therapeutic services company of speech and occupational therapists.

I believe this committee will likely hear from some business professionals about the financial hardship paid leave would impose on business should this bill become a reality for Oregon. Be assured, I personally understand the implication of legislative mandates on the health of companies. I am responsible for the bottom line and every decision leading to that line.

Today my critical message to this committee is simple. Business adapts. It is the primary function of good economic leadership in a company to continually adapt based on the best interest of business in relationship to the bottom line.

So yes, passage of this bill will be asking businesses to adapt. But businesses will also have to adapt to a decrease in expensive employee turnover, increased ease of competitive recruiting, and sharing the news of a more compassionate and family-friendly benefits package.

Employees do not take leave to create a hardship for their employer. They take leaves because a hardship or a new baby has become a reality for their family.

In this moment, we have the opportunity to bring some peace of mind to Oregon families in a financially responsible manner despite difficult times. It is good for business to care about the well-being of all Oregon children and families. It serves our business recruitment, stability, and provides an economically healthy consumer base.

No doubt all business owners and advocates you'll hear from will explain they personally already go above and beyond for their own staff in challenging times.

They adapt.

I ask this committee, as the owner of a company that is predominately women, level the business playing field. Help businesses help their staff. Vote in favor of healthier and more secure families for all of Oregon and consistent business practices statewide. Someone's ability to financially make it through a

challenging time shouldn't be based on who your boss happens to be.

Thank you.

A handwritten signature in black ink, appearing to read 'SS' with a large, stylized flourish underneath.

Sharon Soliday  
CEO and Owner of The Hello Foundation  
[www.thehellofoundation.com](http://www.thehellofoundation.com)