



March 25, 2019

To: The House Business and Labor Committee and the Senate Workforce Committee

From: Isadora Cascante

Re: Support of HB 3031

Dear Chair and Members of the Committee,

My name is Isadora Cascante and I'm here tonight with Forward Together and the Time to Care coalition to express my support of HB 3031. I live in Portland, Oregon and I work in health care information management. I am a mom to my beautiful 3-year-old son, and now 7 and a half months pregnant with my second child.

About a month or so ago there were announcements at my work that layoffs will occur for some employees in my classification but that there would be internal opportunities within my company to apply for other positions. I applied and took an internal transfer, so that I had no interruption in employment, but was re-categorized under different payroll and benefits. We have an accrual system, so this meant I lost both paid maternity leave and short term disability insurance. For me, this has become very stressful and has left me scrambling for alternative solutions.

This is why I support House Bill 3031—because if a law like the FAMILI Equity Act was in place mothers and workers like me would have more certainty in a situation like mine. The FAMILI Equity Act ensures that all workers have access to paid family and medical leave, ensures that the program is mobile so that when I move jobs the accrual and leave isn't interrupted. The FAMILI Equity Act also includes a broad definition of family, which I believe is a great benefit to all of us. I have siblings, aunts and uncles who have experienced caregiving needs that necessitate a public family leave policy, so I hope you'll remember me and my family's story as you consider this bill. Please support the FAMILI Equity Act and vote yes on HB 3031.

Thank you so much for your time, your good work and for hearing this bill.

Sincerely,

Isadora Cascante