

Dear Chair Barker,

While this bill sounds good in theory, the unintended consequences will be harmful both to small business owners and employees.

As a small business owner, the engine in Oregon, these are the pressures created:

- 1) most positions are covered by one person. Loss of personnel for 8 months will cause dramatic hardships in small companies.
- 2) Offering an 8 month position does not allow an employer to attract a high level of skill - which is what's usually needed in small business, as everyone is specialized
- 3) This bill is not tied to the Federal Family Leave, allowing for an additional 3 months off in an unpaid status.
- 4) As a small business owner, I don't have the margins to be ready to pay full wages to an employee off work for 4 months AND hire a temp

Realistically there will also be unintended consequences to the employees as well, especially female employees of child-bearing age.

As a 62 year old woman, I know the fight we have had to be recognized as equal in the market place, while at the same time fighting for the right to have a reasonable amount of time at home with our young infants.

While you may put what you think will be safeguards in place, I have no doubt in my mind that any employer could find a reason not to hire a qualified young woman because of the potential of the burden to the business if she became pregnant.

This bill is an over-reach. Please take the necessary steps to ensure it dies in this session.

Sincerely,

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