

As all manners of increasing state and regional government revenues continue to be discussed and implemented, one concept is certain, that the increasing cost of doing business in Oregon will continue to add to the burden of employers.

Current levels of paid family leave availability are sufficient to protect and provide families during times of need.

Therefore I oppose HB3031.

HB 3031:

- Applies to businesses large and small (any with more than one employee)
- Mandates 32 weeks of paid and protected family and medical leave
- Establishes state-run family and medical leave program and insurance fund
- Requires both employers and employees to contribute to fund, regardless of existing benefits
- Expands the definition of “family”

<https://www.brookings.edu/blog/up-front/2018/03/22/keep-employers-in-mind-as-we-advocate-paid-family-and-medical-leave/>

As the above Brookings article illustrates, if unwarranted costs continue to climb, businesses will be forced to address these new burdens by cutting costs in other areas, or even seriously consider the heretofore unthinkable concept of relocating outside the state.

There are already more devastating issues that threaten the economic stability of the State, PERS being the most obvious.

Before the state legislature puts yet another lump of coal in the pocket of Oregon businesses, I strongly request that our state legislators focus and put more thought on beginning the process of handling the clear and present danger that PERS represents to the very viability of the State of Oregon.