

To The Honorable Jeff Barker and Honorable Kathleen Taylor:

Please include the following as testimony opposing the above referenced legislation.

My name is Jodi Kucera. My husband and I own and operate Mia & Pia's Pizzeria & Brewhouse in Klamath Falls. This business was started in 1987 by his parents and we have operated continuously since that date, now in our location on Summers Lane. We currently have 21 employees with a payroll of over \$300,000 per year.

We are concerned about the potential passage of HB 3031 for a number of reasons. Personally, the effects of increasing minimum wage and mandatory sick pay have been very difficult for our business to absorb. Back in the way old days we **used to** have a group health insurance program, **we used** to have vacation pay, **we used** to have a significant pay differential for long time employees and for supervisors...**used to** has given way to barely meeting the employment requirements mandated by law. In addition to financial cost, there would be a significant cost in morale! The burden of maintaining someone's position for 8 MONTHS (I guess this could be more as apparently OFLA doesn't have to be used concurrently) would be felt by the entire team and is very unrealistic in a small business! Not to mention unfair to the employees who have to cover those roles and then have their efforts disregarded as soon as the sick employee is able to come back.

And, as an Oregonian, I am concerned about the creation of a state-run family insurance program administered by Department of Consumer and Business Services. There would be the cost of additional state employees, office space, and the data infrastructure.

While it seems to be a very "nice" idea to take care of everyone in the state, I feel it would be better to have a state where our businesses were prosperous and able to offer the benefits that actually attract employees and fit their needs! NOT have ineffective and expensive "niceness" mandated.

Please direct your energies to working on ways to promote a prosperous Oregon instead of further burdening your struggling businesses!

Thank you for your attention to this matter. Please don't hesitate to call if you have any questions regarding this testimony.

Very truly your,

Jodi Kucera  
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