

Dear Chair Barker,

My name is Catherin Daw and my husband I own a liquor store in Redmond, Oregon. We are independent agents for the Oregon Liquor Control Commission. We own and operate our individual stores but order our liquor from the OLCC warehouse. The OLCC sets prices on all distilled spirits in the state of Oregon. The agents are paid a commission on the liquor sales and operate our businesses on that compensation. The agents for the OLCC have not received an increase in our compensation in over 15 years. In that time, costs for everything from leases, products and employee costs have risen without a rise in our compensation. We have no way to cover these increases as we do not have control over the price of our products. We are increasingly required to run our businesses on less. The increase in liquor sales has not kept up with the increase in costs. We are currently trying to absorb the burden of the increase in the minimum wage and this new proposal could conceivably put us out of business. We currently employ 5 employees and are open 7 days per week. Having to cover an employee whos is off for potentially 32 weeks while still being paid would require us to hire a new individual to work the shifts. We could not cover the employee on leave with our current staffing. We operate on a very small margin now with a profit last year of \$5,000. I don't see how we could cover this new expense if someone decided to take the entire 32 weeks of paid leave. I feel that the legislature would be placing a burden on small business that would be unbearable and could cause many of us to just "throw in the towel" so to speak. I can definitely see the potential for abuse of the sick leave program if this is passed. If passed, this requirement should apply to larger businesses who are more able to absorb the burden of these new and extreme employee costs. It would produce a huge unfunded liability for us each year. I strongly encourage the committee to reexamine the impact of this proposal on small businesses and support your states small businesses by not regulating us out of business.

Thank you for your consideration.

Catherin Daw  
Owner, North Redmond Liquor Store