

The Honorable Jeff Barker  
Chair, House Committee on Business and Labor  
The Honorable Kathleen Taylor  
Chair, Senate Committee on Workforce

Dear Chair Barker, Chair Taylor and Members of the Committees,

I am extremely concerned about several aspects of HB 3031 and the burdensome expense it would place on our YMCA and other associations and organizations like ours. We serve our community by providing our services at low cost and in some cases at no cost to participants and families through the generosity of others in our community who donate. We will be required to increase our fees for child care, summer camp, teen centers, and health and wellness to cover this additional payroll tax and to hold jobs for employees who are unable to work for 32 weeks or more in a year.

The aspects of this bill that most concern us are:

- The expanded definition of “family” that would increase use of leave beyond OFLA
- HB 3031 doesn’t require leave to be taken concurrently with OFLA so the job protection requirement is a significant disruption. An employee with specialized knowledge is hard to replace on a temporary basis, and it is very difficult to absorb their job functions even for a short leave.
- The shortened timeframe of 90 days for qualifying for leave

We oppose this bill. We already support our employees and accommodate their needs in caring for family. We also support our community, and many families who enjoy low cost services now will necessarily pay more in the future if this bill is passed.