

Dear Chair Barker,

Legislators are public servants, elected to thoughtfully consider legislation that helps Oregon be the best state in the union. Our legislators have come up with many new ideas that have put us on the map, in the forefront on social issues. However, if HB 3031 becomes the law of the land, competition for Oregon companies will be critically hurt.

Small business is the backbone of our economy... many small companies employing lots of people. But smaller businesses and fewer in number will be our future if legislation like the current Family Paid Leave bills are approved. Forcing small business to hire two people (the existing employee going on paid leave and another to do that employee's work while on leave) makes no sense when you consider small business is already running on very tight margins as it is.

Many will be put out of business if this legislation goes through, many more will be put at a terrible cost competitive disadvantage with similar businesses out of state. This legislation is like forcing small businesses to play Russian Roulette: load the chambers-hire an employee, two, or three, then spin the chamber and pull the trigger. Maybe no employee will go on family leave, you win! Or maybe one, two or all three will go on family leave... Bang! You lose, your business dies.

Business owners are still trying to implement minimum wage increases, retirement savings requirements, a complex equal pay law and the recently passed Paid Sick Leave law. Layering on another government mandated program is troubling and problematic.

How can we sustain a healthy and robust state economy with these continued attempts to regulate and require small employers to so dramatically change the balance and competitive nature of their small business?

Please vote NO on HB 3031 and SB 947. Sometimes a compassionate idea is a actually stab in the heart of already compassionate people.

Sincerely,

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