

Dear Chair Barker,

HB 3031 would establish impractical requirements on farmers and small businesses. Farmers and ranchers are still struggling to comply with the state's minimum wage increases, paid sick leave law and the new equal pay law. The family and medical leave proposal would put an additional burden on Oregon agriculture.

Oregon employers have had enough and can't bear the costs of these workplace mandates!

- The bill is one size fits all and offers no exemptions or accommodations for small or seasonal businesses. It's impractical for many of our small and family run farms.
- This will be especially difficult and an added cost for farmers during harvest time. If an employee leaves, every employer will be required to maintain the position for the full duration of a worker's leave. And temporary workers with the necessary skills to replace those on leave are not easy to find.
- HB 3031 does not align with the federal Family & Medical Leave Act (FMLA) and OFLA, and it will lead to greater uncertainty with regard to workforce needs.
- Now is NOT the time to pass an aggressive family and medical leave requirement that would further burden Oregon producers.
- Please vote 'NO' on HB 3031. It's another additional cost that many farmers will be unable to afford.

Sincerely,

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