

Chair Kathleen Taylor, Senate Workforce Committee: swf.exhibits@oregonlegislature.gov

Chair Jeff Baker,

Paid Leave Legislation

My name is Lila Leathers. I am President of Leathers Fuels and our company employees over 100 employees. We already provide free health coverage for all our employees; therefore, I am strongly against creating another state-run family insurance agency administered by DCBS.

When any of our employees need time off, we work around it and let them have that time. At present, every employee receives a guaranteed 40 hours per year to use as and when they see fit. WE cannot afford to pay for more additional time off for our employees and continue to provide the benefits to all our employees at the same time.. We pay wages in excess of \$4,000,000 per year. Our drivers earn an average of \$28.00 an hour and our attendants average \$14. When a person is having a tough time in life, the best environment for them is with work peers and friends who care. That support system provided with the feeling of accomplishment from working, is statistically a successful model. Mandating companies to change their company culture through a government run program is not the right approach.

One of our drivers was thought to be having a stroke; we paid him for 8 months, trying to give him time to get on his feet. When he wouldn't pursue the regulations, that he needed to pursue, to get an okay to drive, we told him we couldn't afford to pay him any longer. He asked if he could go on unemployment for a couple of months until he reached 62 so he could draw social security and retire. He had been our best and hardest working driver. Working together for the best outcome for each individual situation makes for a healthy work environment for everyone, employees and employers.

If this bill passes, we will be kept busy making arrangements for time off. We will need twice as many employees. There already is a shortage of good workers. Please don't make it more difficult for us to run and maintain our business.

We have a great rapport with our employees. We try to help any way we can when we see one of them struggling. Please let the employers have some pride by allowing us to take care of our employees. Please don't help create an adversarial relationship by opening the door for the employees to sue their employer.

Thank you for listening to me.

Sincerely,

Lila Leathers
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