



February 1, 2023

TO: Members of the House Committee on Business and Labor

FR: Derek Sangston, Oregon Business & Industry

RE: Opposition to HB 3028

Chair Holvey, Vice-Chair Elmer, Vice-Chair Sosa, members of the House Committee on Business and Labor. For the record, my name is Derek Sangston, Policy Director and Counsel for Oregon Business and Industry (OBI).

OBI is a statewide association representing businesses from a wide variety of industries and from each of Oregon's 36 counties. Our 1,600 member companies, more than 80% of which are small businesses, employ more than 250,000 Oregonians. Oregon's private sector businesses help drive a healthy, prosperous economy for the benefit of everyone.

OBI is a mission driven organization, and our members understand deeply the importance of civic service and community engagement. Many employers across Oregon offer flexibility and access to leave so that employees can engage in such service.

The provisions of HB 3028, however, are untenable. Employers are left with an obligation that contains no limitation in scope or definition. What, for example, is the definition of "in service" to a board or commission? HB 3028 contains no notice provisions that would help employers accommodate absences. Among other issues with this, how would that align with predictive scheduling requirements if there is no advanced warning for leave or indication of how long that leave will last? How would an employer know whether or for how long to backfill work? This is layered on top of other complex leave and scheduling laws and regulations that have gone into effect in recent years or are still going into effect. In addition, the inclusion of a private right of action is an unnecessary expansion of unlawful practices.

Civic service is laudable and important, but this bill is complicated and potentially costly, especially for small businesses.

OBI respectfully asks you to oppose HB 3028. Thank you for your time and consideration.

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