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Hot Topic – Call to Action

To: All FWAA Members and Associates
From: James F. Fitzgerald, Executive Director
Subject: Public Hearing on Oregon HB 3087
Date: March 20, 2017

A blue ink handwritten signature, likely of James F. Fitzgerald, is written over the "From:" line of the header.

On **Thursday, March 23rd** the House Committee on Early Childhood and Family Supports will hold the first **public hearing on the HB 3087** which would implement a statewide **Paid Family Leave program for all employers**. View a summary of the bill:

<https://www.docdroid.net/9PD1fZj/pfl-hb-3087-summary.pdf.html>

You can also read the bill:

<https://olis.leg.state.or.us/liz/2017R1/Downloads/MeasureDocument/HB3087/Introduced>

You can submit written comments to the Committee by emailing: hecfs.exhibits@oregonlegislature.gov

****If you email this address your comments will be posted online and shared with the Committee members.**

Paid Family Leave Talking Points:

- We remain committed to supporting our employees and building in flexibility and benefits on a case by case basis and as we can afford to do so.
- Now is the wrong time to mandate a new paid family leave program – Oregon’s small businesses need time to phase in the increase in minimum wage and paid sick leave before adding another employer funded mandate.
- Small employers are not currently required to provide protected leave under the Federal Family & Medical Leave Act (FMLA) (applicable to businesses with more than 50 employees) or the Oregon Family & Medical Leave Act (OFLA) (applicable to businesses with 25 or more employees). Bringing in all employers, regardless of size, to a new employer paid program is a major increase in our overhead and will drive up our cost of doing business making us less competitive.
- Only 4 states have a statewide paid leave program (California, New Jersey, Rhode Island and New York) and ALL are 100% employee paid. Oregon should do the same (the current proposal requires the employer to pay 50% and the employee to pay 50%).

If you have questions or concerns, please contact the FWAA office at 509-465-5055 or admin@fwaa.org