



HOUSE OF REPRESENTATIVES
900 COURT ST NE
SALEM, OR 97301

June 21, 2019

Re: Vote Explanation, House Bill 2005

Chief Clerk Sekerak,

Thank you for the opportunity to provide the following vote explanation for the record.

This was a difficult decision for me. Supporting paid leave for workers needing to care for an aging and ailing family member or escape a domestic violence situation is easy. What makes this vote difficult is the added cost that it will place on the working population and businesses in my district.

Many of my constituents are already struggling to make ends meet and will feel a .60% payroll deduction from their paychecks. In addition, the financial burden placed on large and small employers will not go unnoticed. While it is comforting that the premium in Oregon under HB 2005 will be lower than other states, at .40% of an employee's payroll, businesses will still be faced with the extra costs of training a replacement worker for up to 16 weeks – if they can find one at all.

However, I very much appreciate that it is the product of a negotiated bi-partisan agreement. HB 2005 includes meaningful provisions that aim to protect both workers and employers. In addition, the support from labor, family advocate groups, and business entities like the Oregon Restaurant Association, NW Grocery Association, and Food Processors show that this bill addressed both worker *and* employer concerns.

The final proposal offers crucial components for Oregon's large and small job creators, including:

- A program that is affordable for employers and workers and requires investment from both sides of the equation
- A program that covers all workers, both full-time and part-time, and allows self-employed workers to opt in
- A portable program so employees can take it from job to job and not lose coverage if forced to find new work
- Provides a meaningful wage replacement while on paid leave, including 100% for our lowest wage workers
- Protections for small employers
- Alignment with existing family leave programs
- Protection for employers when hiring temporary or replacement workers when their workers choose to take their leave



- Reasonable leave time that allows workers, especially our expecting parents the time to bond with their new babies and adopted family members
- A statewide policy that ensures consistency and predictability for Oregon employers
- Program flexibility that allows for employers to access or utilize existing marketplace insurance products
- Accurate cost accountability for the State and the workers and employers paying into the system

It is for these reasons that I offered my YES vote today in support of an Oregon Paid Family, Medical and Safe Leave program.

Respectfully,

A handwritten signature in blue ink, appearing to read 'Caddy McKeown', written in a cursive style.

Caddy McKeown
State Representative
House District 9