



## OPPOSE SB 947: Costly OFLA Expansion

SB 947 is audacious in its demands of Oregon’s local businesses. It’s so extreme, it can’t be taken as a serious proposal. In order to circumvent the 3/5 vote requirement that is required by the Oregon Constitution for a new tax, SB 947 mandates that employers pay for leave benefits under the existing unpaid Oregon Family Leave Act (OFLA). **But that’s not all!**

### **SB 947:**

- Expands OFLA to cover ALL employers, regardless of how many employees they have—placing an extreme financial burden on Oregon’s smallest businesses.
- Expands OFLA coverage from 12 weeks of protected leave to 48 weeks of protected leave each year! There are only 52-weeks in a year!
- Requires ALL businesses to pay an employee’s full wages for leave taken up to 24 weeks per year.
- Broadens the definition of ‘family,’ and greatly expands who qualifies to take the benefit—could be interpreted as broadly as neighbors and friends or anyone you share personal property with.
- Includes a private right of action as an enforcement hammer, forcing employers into costly litigation battles.

With a total 48 weeks of paid and unpaid leave, SB 947 quadruples the amount of time employers would have to find coverage for the absent employee. Employers would be forced to hire temporary workers, ask other employees to work overtime, or lose productivity while the employee is out on leave. And there’s a cost associated with training replacement workers. Combined, these are costs that few businesses will be able to afford!

Additionally, expanding OFLA coverage to “*any individual that the employee has a close association with*” will result in higher utilization of paid leave than what has previously been modeled. The likely outcome is BILLIONS of additional costs to local businesses!

SB 974 is also an unfunded mandate on Oregon’s local governments and school districts! We are asking a lot of our public and private employers in 2019; this bill is a step too far.

SB 947 will create a costly, state-mandated leave program that will be impossible for many employers to comply with and will create unintended consequences for those it is intended to help.

**Vote NO on SB 947**