

April 1, 2019

To: Co-Chairs Manning and Gomberg and Members of the Joint Ways & Means Committee  
Subcommittee on Transportation and Economic Development  
From: Paloma Sparks, OBI  
RE: OBI Testimony in Support of SB 5516

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### **Co-Chairs and Members of the Committee:**

OBI is Oregon's most comprehensive business association representing approximately 1,600 businesses that employ nearly 330,000 people. We represent multiple sectors and serve as the state's Retail and Manufacturing Councils.

Thank you for the opportunity to submit testimony in support of BOLI's budget. OBI applauds Commissioner Hoyle's focus on modernization and expansion of resources for employees and employers.

In just the last five years, Oregon employers have faced the challenge of implementing many complex employment laws:

- Portland Sick Leave (2014)
- Statewide Sick Leave (2015)
- Statewide Tiered Minimum Wage Increase (2016)
- Statewide Ban the Box (2015)
- Portland Ban the Box (2015)
- Statewide Manufacturing Overtime (2017)
- Statewide Equal Pay (2017)
- Statewide Predictive Scheduling (2017)

Employers rely on BOLI's Technical Assistance program to develop guidance and provide training. Currently, Technical Assistance is underfunded and, as a result, understaffed. Rural Oregon is underserved by BOLI employer trainings. The program is reliant on fee revenue, which drives up costs for guidance materials available to employers. With so many changes in employment law, employers need assistance now more than ever. We urge you to support the expansion and recognition of the crucial role BOLI's Technical Assistance program plays.

BOLI's website is where most employers go to find answers. Unfortunately, the current website is incredibly difficult to navigate. The website upgrade would help employers and employees as they seek the help from BOLI.

Thank you. OBI urges you to support SB 5516.

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