

February 19, 2021

Delegate Dereck E. Davis
Chair, Economic Matters Committee
Maryland House of Delegates
Room 231, House Office Building
Annapolis, MD 21401

RE: HB375 - Labor and Employment - Family and Medical Leave Insurance Program - Establishment (Time to Care Act of 2021)

Position: **OPPOSE**

Dear Chairman Davis, Vice Chair Dumais and Members of the Committee:

On behalf of our 500-member businesses, and over 45,000 employees, Montgomery County, this letter is in **Opposition to HB375 - Labor and Employment - Family and Medical Leave Insurance Program**. This bill provides temporary benefits to a covered individual who is taking leave from employment and the employees, employers, and self-employed individuals would pay certain contributions and authorizing the establishment of private employer plans.

Although Senator Hayes has indicated the plan to remove retail and restaurants from this bill and we appreciate that, HB375 will still impact thousands of other small businesses that cannot afford one more mandate, especially during a time when businesses are trying to stay above water and weather the crisis caused by the COVID-19. This bill creates undue financial and administrative burdens, particularly for small employers and non-profits. Most employers cannot afford full time HR professionals or employment attorneys to be able to navigate all the current mandated local and state mandated leave laws. In addition, the definitions within the bill language are much broader than what are outlined by FMLA, making it even more difficult to administer.

We ask you to please vote UNFAVORABLE on HB375 and thank you for your consideration of our remarks.

Sincerely,



Allie Williams
President & CEO

