



February 28, 2023

Economic Matters Committee
The Honorable Delegate C. T. Wilson
Room 231
House Office Building
Annapolis, Maryland 21401

RE: **HB 0988** - Family and Medical Leave Insurance Program - Modifications - **Oppose**

Dear Delegate Wilson:

The Carroll County Chamber of Commerce opposed the passage of the bill first establishing this program for many reasons – not the least of which was that it was being passed without having established key provisions – such as contribution amount and rate of contribution of either employer or employee.

HB 0988 offers some relief to those issues, but still leaves the contribution amount unknown. Furthermore, this bill also calls for prohibiting the employer from requiring the use of other paid leave before use of this leave (in contrast to the Federal FMLA); and significantly broadens the definition of covered family member. These items will greatly increase businesses' liability under this program.

While the community provider community is sure to be quite pleased that their contributions to the program will be covered by the State, that then leaves all other businesses responsible for not only paying for an unwanted program, but making up the difference now *not* being paid by a large group of businesses and many of their employees.

Finally, since the legislature has not yet worked out all the details, it is difficult to impossible for employers to prepare for its implementation.

The Carroll County Chamber of Commerce, a business advocacy organization of nearly 700 members, strongly opposes this bill and therefore requests that you give it an unfavorable report.

Sincerely,

A handwritten signature in black ink that reads 'Mike McMullin'.

Mike McMullin
President
Carroll County Chamber of Commerce

Cc: Senator Justin Ready
Delegate April Rose