

February 24, 2020

The Hon. Ronald N. Young, Senator

Ronald.Young@senate.state.md.us

RE: SB 539 Family and Medical Leave Insurance Program

Dear Senator,

I am writing about the Family and Medical Leave Insurance Program, asking you to vote against this bill in its current form.

I am the Vice President of Human Resources for Humanim, a 501c3 company employing more than 430 people throughout Central Maryland and Baltimore County.

My company has had a long-standing FMLA benefit for our employees that would effectively be nullified by passage of this bill. Our Paid Time Off Policy contains a generous accrual of at least 160 hours annually for full time employees working a minimum of 30 hours per week. At the end of our company's fiscal year in June, any employee may carry forward a balance of 80 hours of PTO. If the employee has a balance in excess of the 80 hours, the entire overage will automatically be rolled into an FMLA Leave Bank at no cost to the employee. The employee may accrue this FMLA leave, year to year – to an accumulated balance of 480 hours. If the employee were to experience a qualifying FMLA event, s/he could use any hours in their bank to receive full pay during the period of absence.

The proposed bill would cost our employees – most of whom currently make only \$13.00 per hour. An additional tax of this type would not be a benefit to any employee with a current balance of FMLA Leave. The cost to the Company – considering our \$16.6M annual payroll – would be \$41,500 which would have to be taken from other employee benefits such as health insurance subsidies.

I urge you to vote against SB 539 in its current form.

Sincerely,



Robert M. Causer, SHRM-SCP, SPHR

Vice President, Human Resources

Humanim

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