



WMDA/CAR Service Station
and Automotive Repair Association

Chair: Delores G. Kelley
Members of Senate Finance Committee

RE: SB539 – Family and Medical Leave Insurance Program – Establishment
Position: In opposition

SB 539 is a very complex bill and will add significant cost to small businesses to track and implement. Most of the small businesses that WMDA/CAR represents do not have a dedicated HR person nor legal counsel. Were this bill to pass they will clearly need both to ensure compliance.

The cost to a small business for contributions and professional help is just the beginning. Overtime pay, replacement personnel, upgrading software and record keeping all raise the costs.

Minimum wage along with sick leave is increasing costs every year. It is time to let small business breath. As the fiscal notes said, “Small Business Effect: MEANINGFUL”. That is an understatement.

Under this bill an employee would be eligible for 12 weeks of paid leave if he worked 680 hours over a 12 month period immediately preceding the date paid leave is to begin. This is an amazing ratio when an employee works 17 weeks and gets 12 weeks off.

Please give SB539 an unfavorable Report

WMDA/CAR is a trade association that has represented service stations, convenience stores and independent repair shops since 1937. Any questions can be addressed to Kirk McCauley, 301-775-0221 or kmccauley@wmda.net