



WMDA/CAR Service Station and Automotive Repair Association

February 12, 2021

Chairman: Dereck E. Davis
Members of Economics Matters Committee

HB 375– Family and Medical Leave Insurance Program – Establishment
Position: In opposition

The cost to a 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 and COVID 19 has magnified the need to let small business breathe. As the fiscal notes said, “Small Business Effect: MEANINGFUL”. In today’s struggle for small business to survive, 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 and is eligible for 24 weeks under certain circumstances. This is an amazing ratio when an employee works 17 weeks and allowed 12 weeks off let alone the 24 weeks that is possible.

Gas sales are way down with COVID keeping business operations at home whenever possible. Parked cars need no gas, do not breakdown and do not stop at our Convenience stores. Thousands of small businesses across our state have already closed permanently due to COVID, this bill would add to that total.

We see the bigger brands already going to artificial intelligent and cashier less check out and pay by phone. This type of bill only speeds those efforts up.

HB 375 is a multi-layered bill and would 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. Verification would be a nightmare, if not impossible.

Please give HB 375 an unfavorable Report

Kirk McCauley
WMDA/CAR
301-775-0221
kmccauley@wmda.net

