



WMDA/CAR Service Station
and Automotive Repair Association

Chair: Delores G. Kelley
Members of Senate Finance Committee

SB211– 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 in 2020, “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.

Verification would be a nightmare, if not impossible.

SB211 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.

Please give SB211 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