

**SB211 Labor and Employment - Family and Medical Leave Insurance Program - Establishment
(Time to Care Act of 2021)
Opposition**

The Printing & Graphics Association Mid-Atlantic respectfully opposes SB211. The printing & graphics industry in Maryland encompasses roughly 16,000 employees across 500 companies and is among the largest manufacturing sectors in the state. Our opposition is not because our members do not want to do right by our employees, but because we feel this blanket program is the wrong approach. Most of our industry are small businesses with less than 50 employees and each additional mandate places additional burdens on the ability to operate a successfully, fully staffed business. In addition to the increased costs to both the employer and employee, an employer would be required to maintain non-wage benefits for up to 12 weeks for any employee in this program, which would be a real struggle for small businesses while having to accommodate for an absent employee.

More and more businesses are utilizing flexible hours and unique arrangements to accommodate employees that require it. This bill would put businesses into a one-size-fits-all system, when we should be allowing businesses to find solutions for their workforce's needs.

Finally, COVID has wreaked havoc on businesses of all shapes and sizes. Many will be recovering for years. Continuing to pile on additional mandated benefits at a time when businesses, particularly small businesses can least afford it, will be detrimental to economic recovery across the state. We respectfully request an unfavorable report.

Jay Goldscher
President and CEO
PGAMA
jay@pgama.com