



**STATEMENT BY
THE GREATER BETHESDA CHAMBER OF COMMERCE REGARDING
HB 8-LABOR AND EMPLOYMENT – FAMILY AND MEDICAL LEAVE INSURANCE
PROGRAM – ESTABLISHMENT (TIME TO CARE ACT 2022)
HOUSE ECONOMIC MATTERS COMMITTEE
FEBRUARY 15, 2022
POSITION: UNFAVORABLE REPORT**

The Greater Bethesda Chamber of Commerce (GBCC) was founded in 1926. Since then, the organization has grown to more than 550 businesses located throughout the Greater Bethesda area and beyond. On behalf of these members, we appreciate the opportunity to provide written comments on House Bill 8—Labor and Employment-Family and Medical Leave Insurance Program-Establishment (Time to Care Act 2022).

This bill provides temporary benefits to a covered individual who is taking leave from employment and the employees, employers, and self-employed individuals would pay certain contributions and authorizing the establishment of private employer plans. While we understand and appreciate the intent of the proposed legislation, HB 8 will still impact thousands of other small businesses that cannot afford one more mandate, especially during a time when businesses are still trying to stay above water and weather the crisis caused by the COVID-19. This bill creates undue financial and administrative burdens, particularly for small employers and non-profits. Most employers cannot afford full time HR professionals or employment attorneys to be able to navigate all the current mandated local and state mandated leave laws. In addition, the definitions within the bill language are much broader than what are outlined by FMLA, making it even more difficult to administer.

We ask you to please vote UNFAVORABLE on HB 8 and thank you for your consideration of our comments.