



March 7, 2023

Delegate CT Wilson, Chair
Economic Matters Committee
231 House Office Building
Annapolis, MD 21401

RE: House Bill 988 – UNFAVORABLE – Family and Medical Leave Insurance Programs – Modifications

Dear Chair Wilson and Members of the Committee:

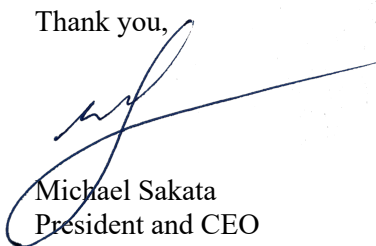
The Maryland Transportation Builders and Materials Association (MTBMA) has been and continues to serve as the voice for Maryland's construction transportation industry since 1932. Our association is comprised of 200 members. MTBMA encourages, develops, and protects the prestige of the transportation construction and materials industry in Maryland by establishing and maintaining respected relationships with federal, state, and local public officials. We proactively work with regulatory agencies and governing bodies to represent the interests of the transportation industry and advocate for adequate state and federal funding for Maryland's multimodal transportation system.

House Bill 988 would alter provisions in the Family and Medical Leave Insurance Program by expanding the individuals covered under the Family and Medical Leave Insurance Program. Meaning that employers would be responsible for finding replacements for an even greater amount of people. It also sets the rate employers must pay into the fund at 25% of the total rate of contribution **per** each covered employee. This is an extremely high rate for employers to pay, especially considering they will have to hire and pay temporary employees until the original employee returns to working capacity. Combining these two new provisions together enhances the financial significance of this bill.

The Family and Medical Leave Insurance Program already casts a heavy financial burden on employers. This bill only escalates that negative impact. We strongly feel that our small businesses already bear much of the burden in the state of Maryland to justify adding this cost. Throughout the past few years, our members have made it their priority to give their employees time off work for family and medical situations, but mandating that time be given off, while also forcing the employers to pay into a fund at such a high rate is neither fair nor sensible.

We appreciate you taking the time to consider our request for an UNFAVORABLE report on House Bill 988.

Thank you,



Michael Sakata
President and CEO
Maryland Transportation Builders and Materials Association