

HB3031 will be a job killer for small businesses who want to transition from no employees to one or two employees. It is already difficult to make the leap to having employees and this bill will stop many start-ups from even trying. How is a business with one or two employees going to be able to cope with losing an employee and paying that missing employee for over half of a year?

The fact that HB 3031 family leave time will not run concurrently with FMLA is going to make it very difficult and expensive for those firms and government entities who already offer FMLA. Our school districts and local governments are already struggling to maintain service levels. Add the cost of HB 3031 and many will have no choice but to reduce services, reduce teaching staff and reduce school days.

HB 3031 should not even be considered without a thorough study of the costs and long term effects on employment.

Thank you for considering these issues.

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