



**STATEMENT FOR THE RECORD**  
**BEFORE THE HOUSE FINANCE COMMITTEE ON THE**  
**FAMILY AND MEDICAL LEAVE INSURANCE ACT (SB19-188)**

**April 26, 2019**

**Hunter Railey, Colorado Director**  
**Small Business Majority**

Dear Chairwoman Herod, Vice Chair Tipper and members of the Committee:

My name is Hunter Railey, and I'm the Colorado Director for Small Business Majority, a national small business advocacy organization with offices here in Denver. Thank you for allowing me to share comments with you on the importance of publicly-administered family medical leave insurance programs to small business owners and their employees.

The Family Medical Leave Insurance Program (FAMLI Act) is an important step forward in creating a program to provide employees in Colorado with up to 12 weeks of paid leave per year to bond with a new child or care for a seriously ill family member. We strongly feel the data produced by the study created by the FAMLI Act will show that such a program will benefit businesses in Colorado by lowering turnover, boosting productivity and enhancing employee morale.

Scientific opinion polling from Small Business Majority found 64 percent of small business owners in Colorado support a state-supported paid family and medical leave program. What's more, 70% say it is important to establish a national paid medical and family leave insurance program. Additionally, the survey found 58% of businesses with 2-10 employees don't offer fully paid leave or have no policy in place, and these businesses comprise the majority of businesses in Colorado.

Creating a family medical leave program will help small businesses become more competitive by ensuring that all workers can receive paid family leave regardless of the size of the company at which they work. Many small businesses often do not have the resources to provide the same robust benefits that larger companies offer, like paid leave benefits, which puts them at a disadvantage in attracting and retaining employees. In a tight labor market, any step that can help small businesses compete is critical.

Small business owners understand how important it is for their employees to be able to balance their work and family responsibilities and want them to have reasonable options for doing so, but they need options that also make sense for their bottom lines. That's why Colorado's small businesses need a paid family and medical leave insurance program.

I urge you to consider small business support for this issue as you consider this measure.

Thank you.

Hunter Railey, Colorado Director  
Small Business Majority