



STATEMENT FOR THE RECORD

**BEFORE THE SENATE STATE, VETERANS, & MILITARY AFFAIRS
COMMITTEE**

ON THE

FAMILY AND MEDICAL LEAVE INSURANCE ACT

April 30, 2018

Hunter Railey, Colorado Outreach Manager

Small Business Majority

My name is Hunter Railey, and I'm the Colorado Outreach Manager 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 today on the importance of publicly administered family medical leave insurance programs to small business owners and their employees.

The Family Medical Leave Insurance Program (HB17-1001), or FAML I Act, will benefit businesses by lowering turnover, boosting productivity and enhancing employee morale. What's more, research shows our small business community strongly supports these types of policies.

Scientific opinion polling from Small Business Majority found 56 percent of small employers favor the creation of state-administered paid family and medical leave insurance programs funded entirely by modest employee contributions. What's more, 70 percent say it is important to establish a national paid medical and family leave insurance program. In the absence of that sort of program, however, a state program here in Colorado would go a long way toward helping local small businesses.

A state-administered paid leave insurance program will help to make small businesses more competitive by ensuring that all workers can receive paid family leave regardless of the size of the company at which they work. 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.

Importantly, publicly-administered programs make it easy and affordable for

small employers to provide paid leave. The FAMLI Act would fund paid leave benefits through a modest employee income deduction, taking the financial burden off of employers.

What's more, many small business owners agree that paid family and medical leave isn't just the right thing to do, but that it makes good business sense. Most small employers believe that taking care of their employees is crucial to retaining a productive and talented workforce. Policies that promote employee satisfaction and productivity also result in lower turnover, reducing costs and headaches for small businesses.

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 the FAMLI Act.

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

Thank you.

Hunter Railey, Colorado Outreach Manager
Small Business Majority