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Written Testimony
Comptroller Kevin Lembo
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SB 1 - AN ACT CONCERNING PAID FAMILY AND MEDICAL LEAVE
HB 5003 - AN ACT IMPLEMENTING A PAID FAMILY MEDICAL LEAVE PROGRAM.

Good afternoon Senator Kushner, Representative Porter, Senator Miner, Representative Polletta and members of the Labor and Public Employees Committee.

Thank you for the opportunity to testify in favor of SB-1 An Act Concerning Paid Family and Medical Leave and HB-5003 An Act Implementing a Paid Family and Medical Leave Program. A mechanism to offer an insurance product for replacement income for employees who need to take time off of work – which is consistent with the Connecticut Family Medical Leave Act (FMLA) – will make family and medical leave a more meaningful benefit and bolster financial security for Connecticut Families.

According to AARP, family caregivers in Connecticut provided approximately 427 million hours of care — worth an estimated \$5.93 billion. If family caregivers are no longer available, the cost to healthcare and long-term services would increase significantly. Removing the threat of financial insecurity with paid family and medical leave would help alleviate additional burdens on state resources.

The benefits to employees are clear but employers will benefit from paid family and medical leave as well. In a comprehensive study of California’s Family and Medical Leave Insurance Program, a majority of employers showed either a cost savings or no additional costs related to implementation. According to a consultant for the New Jersey Business and Industry Association, New Jersey businesses experienced little difficulty adjusting to the requirements of the state’s laws. Businesses in both states also credited the two state paid family and medical leave laws with increased morale and loyalty among their employees.

A well designed paid family and medical leave program should ideally be implemented in an efficient and cost-effective manner. I hope you will support this legislation for your family, my family and all Connecticut working families.