

Dear Lawmakers,

As employers from across New Hampshire, we are writing in support of House Bill 628, which would establish a family and medical leave insurance program in New Hampshire.

A New Hampshire specific approach, HB 628 was crafted to strengthen the economic well being of businesses. It does not require employers to pay into the fund, mirrors and streamlines collection processes already in place, and would only cost the average employee \$5 a week. In states that have family and medical leave insurance programs, the vast majority of businesses report either a positive effect or no noticeable effect on productivity, performance, and profitability in addition to a reduction in turnover rates¹.

Access to paid family and medical leave helps aging workers stay in the workforce², increases the odds of success for working people recovering from substance use disorder³ and leads to higher workforce participation among new parents⁴. The catch is that providing this type of leave as individual businesses is expensive. Creating a family and medical leave insurance system would help small and medium sized businesses be more competitive in the job market and ensure working people have the benefits they need.

Our employees are already facing situations where they need to care for themselves, look after aging parents, be there for family members ravaged by substance use disorder, or to welcome a new child into the family. We value our employees and do our best to support them when they need to take necessary time away from work, but the reality is lack of access to family and medical leave insurance leads to financial insecurity and higher rates of turnover in our workforce.

House Bill 628 is a bipartisan bill tailored to the unique and diverse needs of New Hampshire's business community. Co-sponsors and committee members have worked to ensure this policy would align closely with unemployment insurance for administrative ease and efficiency.

As employers we join with the 82% of granite staters who support creation of a family and medical leave insurance program⁵ and urge your support for House Bill 628.

Signed,

Ted Benson, Bensonwood & Unity Homes

Robert Steigmeyer, Concord Hospital

Steve Duprey, Foxfire Property Management

Amanda Grappone Osmer, Grappone Automotive

Jameson French, Northland Forest Products Inc.

Joe Keefe, Pax World Management

Paul LeBlanc, Southern New Hampshire University

Graham Combes, The Lone Wolfe Brewing Co.

¹ Paid Leave Works in California, New Jersey and Rhode Island: <http://www.nationalpartnership.org>

² The Aging Workforce and Paid Time Off: <http://irle.berkeley.edu>

³ Treatment for Drug Use and the Need for Paid Family and Medical Leave: <http://www.nationalpartnership.org>

⁴ The Effects of California's Paid Family Leave Program on Mothers' Leave-Taking and Subsequent Labor Market Outcomes: <http://www.nber.org>

⁵ Over 80 Percent of New Hampshire Residents Support Paid Family and Medical Leave Insurance: <https://carsey.unh.edu>

Jen Dufresne, 110 Technology LLC
David Boynton, 7th Settlement Brewery
Lisa Beaudoin, ABLE
John Iudice, Addiction Recovery Services
Ahmed Aissa, Aissa Sweets
Ray Conner, All Elements Healing
Sonia Almodovar, All Real Meal
Erin Allgood, Allgood Eats Local
Susan Jasse, Alysons Orchard
Asa Dustin, At Om Yoga
Nancy & Brian Vawter, Atlantic Media Productions
Sarah Stewart, b-fresh consulting
Donna Nordlund, Bead It!
Josh Hynes, Best of Times
Elizabeth Catlin, Bluestone Wealth Management LLC
Paul Freeman, Brooks Post and Beam Inc.
Rob Larocque, Carter Hill Orchard
Karen Hicks, Civix Strategy Group
Lynn & Barry Goldman, Coffee Coffee
Chris Gilbert, Concord Coop
Karen Knowles, Concord Search and Retrieval, LLC.
Jim Doremus, Concord YMCA
John Constant, Constantly Pizza
Sheila Oranch, Coppertoppe Inn & Retreat Center
Daniel Prial, Daniel Prial Consulting
Mark Rebillard, Deep Roots Massage
John Spooner, Diamond Shine Boat Detailing

Sarah Franklin, Discover Europe, LTD
Sandra Almonte, Don Quijote Restaurant
Eric Reingold, Endicott Furniture
Bob Williams, Farmhouse Roasters
Ginger Sheehan, Flood, Sheehan & Tobin, PLLC
Ken Burns, Florentine Films
Bo Foard, Foard Panel
Robert Craven, FoodState
Michael Herrmann, Gibsons Bookstore
Jeff Bart, Granite State Candy
Pamela Provencher, Granite State Escape
Val Zanchuk, Graphicast
Katelyn Dennis, Great Bay Kids Co.
Linda Falco, Harbor Homes
Jill Robbins, Homefree, LLC
Donna & Peter Marston, Homequest Real Estate
Kerry Norton, Hope on Haven Hill
Tonya Rochette, Human Resource Partners, LLC
Jessica Livingston, JLiv Inspirations
Helene Mogridge, Keene Family YMCA
Charlie St. Clair, Laconia Antique Center
Marti Ilg, Lakes Region Child Care Services
Maureen Manning, Law Office of Manning & Zimmerman, PLLC
Aryn Marsh, Live Juice
Beth Richards, Local Basket LLC
Jayme Simoes, Louis Karno Communications
Linda Lovering, Lovering Auto Group

Lyndsey Cole, Lyndsey Cole Events
Danya Landis, Machina Arts
Cotton Cleveland, Mather Associates LLC
Sarah Chaffee, McGowan's Fine Art
Mary Jane Wallner, Merrimack Valley
Day Care Services
Carole Soule, Miles Smith Farm
Tim Baines, Mint Bistro
Michael Faber, Monadnock Food Coop
Mark Connolly, New Castle Investment
Advisors, Inc
Chris Muns, One Sky Community Services
Jamie McKinnon, Ossipee Tailor Shop
Brad Sawler, Oxland Builders
David Pine, Portsmouth Painting Company
Jeremy Howard, Predictive Branding LLC
Alan Raff, Primary Legal Solutions
Chris Pappas, Puritan Backroom Restaurant
Angie Lane, Red River Theaters
Dan Weeks, ReVision Energy
Nikki Casey, Revive Recovery Resource Center
Jane Ruddock, Riverwalk Cafe
Anne Grassie, Rochester Child Care Center
Kate Fredrick, Rustik Events
Kae Mason, Salon K
Matt Trahan, Sap House Meadery LLC
Joe Dupell, Seven Suns Coffee and Tea
Peter Egleston, Smuttynose Brewing Company
Robyn Giard, Starry Brook Natural Medicine
Tom Pack, Stinky Boot Surfing

Gary Hirshberg, Stonyfield Yogurt
Karen Juall, The Children's Place and
Parent Education Center
Michelle O'Brien, The Old Salt
Sarah Robinson, The River Guild
Kathy Nelson, The World Academy
Nicole Carrier, Throwback Brewery
Lisa DiMartino, Turning Points Advocates
Leslie & Peter Van Berkum, Van Berkum's Nursery
Alison Pyott, Veris Wealth Partners
Tracey Dewhurst, Victoria Inn
Dee Fitzgerald, W.S Badger
Dan Chartrand, Water Street Bookstore
Marc McMurphy, White Birch Community Center
Scott Parker, Woofs Pet Supply
Whit Symmes, Word Voyage
Mike LaChance, YMCA of Greater Nashua
Jessica Sugrue, YWCA New Hampshire