

# North Central MASSACHUSETTS

CHAMBER OF COMMERCE

June 4, 2019

Their Excellency Charles Baker  
Governor  
Commonwealth of Massachusetts  
State House, Room 280  
Boston, MA 02133

RE: Delayed Implementation of Paid Family and Medical Leave Tax

Dear Governor Baker,

We hope this finds you well. Our reason for reaching out is to request your support for a proposal put forward by the parties who negotiated last year's Grand Bargain.

As you are aware, this legislation established a progressive paid family and medical leave law alongside a number of other innovations. This act was no small feat and has since necessitated the establishment of an additional department within the Executive Office, the drafting and promulgation of extensive regulations impacting every employer in the Commonwealth, and the launch of a statewide campaign to gauge response to these proposed regulations. As it stands now, those regulations will begin to take effect next month with the imposition of a new payroll tax on employers and employees alike.

It was feedback drawn during the aforementioned campaign that compelled the Grand Bargain's negotiators- both business representatives and labor leaders- to request a three month delay in that tax's implementation. In their letter to your office, they point out that this is necessary due to ongoing confusion regarding the regulations and what would and would not qualify as an equivalent private plan. Having hosted one of the Department of Family and Medical Leave's regional listening sessions ourselves, we can attest to how widespread this confusion is.

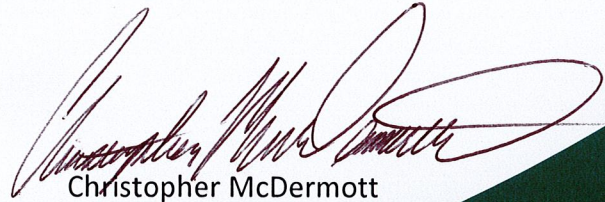
Given the lack of clarity which still exists, we ask that you support the proposed amendment to last year's legislation which would extend the deadline for approval of private plans and commencement of contributions from July 1<sup>st</sup> to October 1<sup>st</sup>.

We appreciate your time and attention to this important matter. If you have any questions for us, please do not hesitate to reach out at the number below.

Sincerely,



Roy Nascimento, IOM, CCE  
President & CEO



Christopher McDermott  
Public Affairs Manager