

# *Dutchess County*

## *Young Republicans*

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### **Assembly Democrats, Still Burdening Business**

### **Still Forsaking the Free Market**

The New York State Assembly has proposed legislation that creates a sweeping expansion to current New York Disability law. The law currently known as A0872, is looking to coerce businesses into adding the benefit of paid family leave, an innocent-sounding employee perk that threatens to cripple businesses already suffering under last month's MTA payroll tax.

The proposed legislation will force employers to provide paid family leave for up to three months for a wide variety of reasons that New York will deem a "disability." Disability is not defined under the normal usage, but includes non-disabling reasons including taking off time to bond with a child. While conceptually the pro-family, pro-employee reasoning behind the bill is praiseworthy, its mandated implementation by the State upon businesses is misguided, burdensome and will have severe consequences on the free market. The law, as currently proposed will promote absenteeism, destroy businesses, and result in a massive loss of productivity as well as revenue to the state of New York.

New York businesses just got dealt a huge blow with the passing of the egregious MTA tax, which essentially robs the hard working businesses of New York City and southern New York, to fund the mismanaged failure known as the MTA. Only months later the New York Democrats want to implement yet another blow to businesses forcing them to pay out funds to employees that are not attending work.

It is unprecedented for "at-will" employers to be expected to pay salaries to employees who are not showing up to work month-after-month. In many instances it is impossible to have an employee leave and return three months later in many industries. Good employers will respect the needs of their employees to take time off to tend to family needs; we don't need yet another coercive regulation micromanaging how businesses are run.

During these tough economic times government should be taking the opportunity to find new ways to build business, create jobs, and expand the tax base, instead the horrendous leadership of New York is crippling business, diminishing growth, decreasing the tax base and leading New York into a fiscal crisis akin to that of California..

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