



## In Opposition to a New Payroll Tax and Paid Leave Entitlement Program

April 1, 2019

Dear Senators and Members of Congress,

Everyone wants workers to be able to take time off from work when they need it.

Thanks to an improving economy, employers are increasingly offering paid leave benefits to employees, including hourly workers. This is great news, and a trend that we want to continue. However, imposing a payroll tax on workers and creating a one-size-fits-all government entitlement program would be the wrong way to expand access to paid leave benefits.

- A new payroll tax would leave all workers with less money in every paycheck. This would particularly burden lower-income workers, making it harder for them to make ends meet and save for retirement and other critical needs.
- Higher payroll taxes reduce employment opportunities.
- A one-size-fits-all federal benefit will discourage companies from offering their own paid leave benefits. Some employees would end up with less flexibility and worse paid leave benefits as a result.
- Paid leave entitlement programs tend to benefit those with higher incomes and burden those with lower incomes. Research has found this to be the case with paid leave programs enacted in **California, New Jersey, Rhode Island, Canada, Norway, the United Kingdom, Sweden, Iceland, and Belgium**. This isn't fair.

We the undersigned, representing millions of American workers, oppose a new payroll tax and federal paid leave entitlement program because we want to preserve opportunity, flexibility, and fairness.

Sincerely,

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