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**STATEMENT FOR THE RECORD**  
**BEFORE THE HOUSE COMMITTEE ON FINANCE**  
**ON THE**  
**FAMILY AND MEDICAL LEAVE INSURANCE ACT**

**April 16, 2015**

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**GOODBEE & ASSOCIATES**

Thank you for the opportunity to share comments on the importance of family medical leave policies to small businesses, and specifically, the Family and Medical Leave Insurance (FAMLI) Act's impact on the 120,000 Colorado small businesses with employees.

My name is Lisa Goodbee; I'm the owner of Goodbee & Associates, a woman-run engineering firm in Centennial. I also serve as a member of Small Business Majority's Network Council. Small Business Majority is a national small business advocacy organization, founded and run by small business owners, to support America's 28 million small businesses.

I started my engineering firm 20 years ago with the hope of creating a more family-friendly work environment. In the engineering consulting field, I have seen far too many women leave their demanding jobs because the majority of employers in this industry have yet to embrace workplace flexibility and family-friendly practices. I support legislation such as the FAMLI Act because I firmly believe it will ultimately enable mothers, caregivers, and women (and men) who need paid time off to take care of personal medical issues without having to choose between keeping their jobs and caring for their families.

I have had employees with cancer and ailing parents and children, and I am proud to say that they have never had to choose between their careers and their health or their family's needs. I believe the proposed FAMLI program will help ensure this is the norm and not the exception in small and large businesses alike.

What's more, many small business owners feel as I do that paid family and medical leave isn't just the right thing to do, but that it makes good business sense. Taking care of our employees is crucial to retaining a loyal, talented workforce. In fact, Small Business Majority, polled a random sample of small businesses across the country and found small employers support family medical

leave policies because they create a happier and more productive staff, which in turn leads to increased profits. Many small business owners, myself included, think of their employees like family, so it's no surprise they support these types of programs. Policies such as these enable us to foster a better workforce while protecting both our workers and our bottom line.

Another similarity between my business and the many other small firms is that we have some type of family leave policy already in place. I have an informal policy in place that's handled on a case-by-case basis with my employees. In all instances I pay the employee a portion of their salary while they're out because it's the right thing to do and it creates tremendous loyalty. Similarly, a vast 68% of my fellow small businesses have either a formal or informal policy in place to provide family medical leave, according to Small Business Majority's polling. Of the small businesses that do offer family medical leave, nearly four out of 10 offer full or partial pay, with another 26% offering pay depending on the employee.

The same is true for parental leave: two-thirds of small business owners offer either a formal or an informal policy to provide for parental leave. Of these small businesses, nearly half offer full or partial pay while another 21% offer pay depending on the employee. An overwhelming eight out of 10 small business owners have a formal, informal or case-by-case policy for medical leave. Out of these, 40% offer either full or partial pay to their employees, while another third offer pay depending on the employee.

Small businesses understand the importance of policies like these because many are already dealing with or have dealt with such situations. Nearly 70% have offered leave and pay options to employees with serious health conditions who have needed to take extended time off. Another 60% of small businesses have had employees take extended medical leave to deal with either a newborn child or to care for an ailing family member.

I can say from experience that small businesses don't see a loss in productivity when employees take this type of leave, either. Small Business Majority found 7 out of 10 small businesses simply reassign an employee's workload to another employee temporarily. Only 14% hire some sort of replacement.

So what do all these statistics mean? It's simple: As small business owners, we understand how important it is for our employees who need to balance their work and family responsibilities to have reasonable options for doing so—options that also meet the needs of us, their employers. Small businesses' support of family medical leave policies is proof of this. With that in mind, it just makes sense to support the FMLI Act.

Thank you.