



January 19, 2017

Chair Sells, Vice Chair Gregerson, and Members of the Committee:

As employers, the members of the Seattle Metropolitan Chamber of Commerce understand the need for people to balance their jobs and care for their families, particularly at important times in their lives. Through the best practices in which many local businesses already engage and the benefits that they provide, we know that paid family leave delivers valuable outcomes for both employees and employers.

Accordingly, the Seattle Metro Chamber Board of Trustees has unanimously approved the following principles, which will guide our active engagement on a statewide paid family leave solution.

We believe that any statewide paid family leave policy should:

- Encompass all jurisdictions statewide to ensure equal, consistent, and clear standards and benefits across the state;
- Efficiently complement existing labor laws and definitions in Washington state and under FMLA, while also reflecting successful paid family leave models in other states;
- Be financially self-sustaining (including both the benefit and its administration), as has been demonstrated in other successful statewide programs;
- Reasonably accommodate small businesses;
- Preserve the ability of employers to provide additional benefits beyond the legislated benefit.

The Seattle Metro Chamber looks forward to continuing this conversation with legislators in both houses and other stakeholders throughout the session, and we remain optimistic that we can find a workable solution that allows our business sector and community to thrive.

Thank you for your time,

The Seattle Metropolitan Chamber of Commerce