

October 6, 2017

Chairman Phil Mendelson  
1350 Pennsylvania Avenue, N.W.  
Washington, DC 20004

Thank you for this opportunity to comment on proposed legislation to make changes to the District's paid leave law. With more than 39,000 members, the American Society of Association Executives (ASAE) is the largest organization in the world representing the interests of trade and professional associations. Among the services provided by ASAE to its members are education and professional development, credentialing, industry research and advocacy on issues that impact the association and nonprofit communities.

With over 7,000 members in DC, ASAE members range in size from local DC organizations with tiny budgets and just one or two employees to large national or international membership organizations with hundreds of employees and millions of members. ASAE itself employs approximately 120 employees at its DC headquarters office.

ASAE was pleased to see that the Council will revisit the current law in an attempt to find a more workable solution for employees and employers. We continue to have serious concerns that the current legislation will result in reduced or eliminated benefits packages for many District employees and will create a government-run program that will be difficult to navigate for employees during challenging times in their lives.

We are pleased to see positive ideas among the bills proposed to amend the current law. Of the legislation under review at this hearing ASAE believes the employer mandate legislation, B22-334, would be the least detrimental to our members. This legislation would permit employers to provide their own leave to employees and not be thrust into a government bureaucracy. We still have strong concerns that employers who chose to provide their own paid leave to employees will still be subject to a .15% tax on wages of covered employees. This tax is simply for the privilege of providing their own leave. In addition, the reduced tax rate of 0.54% of employees' wages for employers who enter the government program will still be onerous for many of our members. We urge the Council to make changes to the current law that would allow employers to create their own paid leave programs without the burden of an additional payroll tax.

ASAE also has strong concerns regarding the complicated nature of the enforcement provisions in the legislation and the unnecessary burden they would create for employers. Quarterly certification of: employees; the number of eligible individuals who have requested paid leave during the preceding quarter; the type of paid-leave each eligible individual requested; the number of weeks taken by each eligible individual; along with additional criteria will be very difficult for many small employers in the

District to comply with fully. Many small associations do not have a designated HR staff person, and this will put an undue burden on the organization as they work to provide paid leave. Further, the information does not seem necessary to ensure that employers are offering the leave. We encourage the Council to model the enforcement mechanism on the DC FMLA leave requirement, as it does not require this kind of information for effective enforcement.

Thank you for the opportunity to provide comments on this important issue. Please do not hesitate to contact us for further input as the Council considers this important issue. Please contact me or Jim Clarke, senior vice president of public policy, at 202.626.2865 or [jclarke@asaecenter.org](mailto:jclarke@asaecenter.org).

Sincerely,



John H. Graham IV, FASAE, CAE  
President and CEO

CC:  
Members of the DC Council