



Jeri G. Kubicki

Vice President

Human Resources Policy

June 10, 2009

The Honorable George Miller
2205 Rayburn House Office Building
U.S. House of Representatives
Washington, D.C. 20515

The Honorable Howard P. "Buck" McKeon
2184 Rayburn House Office Building
U.S. House of Representatives
Washington, D.C. 20515

Dear Chairman Miller and Ranking Member McKeon:

The National Association of Manufacturers (NAM) - the nation's largest industrial trade association representing manufacturers of all sizes and industries - opposes "one-size-fits-all" mandates on employers that increase the cost of doing business in the United States, reduce benefit design flexibility, and limit or eliminate the customized benefit options currently available to employees. For these reasons, the NAM opposes H.R. 2460, the Healthy Families Act (HFA), which will be examined before the House Committee on Education and Labor's Workforce Protections Subcommittee this week.

The HFA legislation would impose an inflexible government mandate on employers, making it more difficult for manufacturers to preserve and create jobs in these difficult economic times. Employers require the flexibility to provide their employees with the benefits that best fit the needs of their business and workforce. Most manufacturers provided generous family-friendly benefits that include leave programs long before Congress considered mandating paid leave. On average, manufacturing employees earn over 20 percent more in compensation than the rest of the workforce and 79 percent of manufacturers currently offer a leave benefit that their employees can use specifically for illness, doctor's appointments or to care for an ill family member. The HFA's flawed approach would force employers to reduce wages or other benefits to pay a federal government leave mandate.

We stand ready to work with Congress to explore approaches that will enhance manufacturers' ability to provide the best benefit mix for their employees.

Sincerely,

A handwritten signature in cursive script that reads "Jeri G. Kubicki".

Jeri G. Kubicki

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1331 Pennsylvania Avenue, NW • Washington, DC 20004-1790 • (202) 637-3127 • Fax (202) 637-34182 • www.nam.org