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This would be a significant burden to our business, which is seasonal in it's manufacturing. We are a small company and having an individual out on this type of long of leave would be 50% of their total employment time with us in a typical year. Our positions are all integrated, this will likely create shutdowns on a regular basis that would not be sustainable. Replacing just one person on a temporary basis while they are on leave is difficult. Who is going to fill all of these gaps as we are already struggling with a worker shortage?

Also, most of our employees can simply not afford to pay this additional tax on their income. They are hard working individuals who should not have to pay more in income taxes. As far as the the company paying the additional tax, we would likely have to increase health insurance deductibles or reduce benefits to pay for this tax.