



House Bill 385

Labor and Employment – Maryland Healthy Working Families Act

MACo Position: **OPPOSE**

To: Economic Matters Committee

Date: February 13, 2015

From: Robin Clark

The Maryland Association of Counties (MACo) **OPPOSES** HB 385. This bill would require employers to provide paid sick leave at a normal rate of pay for employees, including full-time, part-time, and contractual employees. The bill expands the definition of “family members” and includes a broad array of circumstances for taking sick leave. Even though county governments generally offer generous benefits and leave policies, in some circumstances, these mandates would be inefficient and difficult.

Counties generally provide substantially more sick leave and parental leave than the legislation prescribes for full time employees. However, they do not all provide the same benefits to part-time workers. Extending such leave benefits to part-time employees would require counties to make administrative changes and incur additional costs; however, the larger concern is the potential operational inefficiency.

Providing many public services depends on the attendance of those employees who work a limited schedule. Counties generally provide fulltime essential personnel with substantially more leave than required in this legislation, but during times of emergency, they are required to report. Counties also rely on part-time and temporary personnel to provide various support services. The unscheduled absence of these employees can overburden other county workers and create extra expenses.

For these reasons, MACo **OPPOSES** HB 385 and recommends the Committee issue an **UNFAVORABLE** report.