



## Senate Bill 40

### *Labor and Employment – Maryland Healthy Working Families Act*

MACo Position: **OPPOSE**

To: Finance Committee

Date: February 3, 2015

From: Robin Clark

The Maryland Association of Counties (MACo) **OPPOSES** SB 40. 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. 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, 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. County emergency services personnel and essential employees are integral to a county’s ability to protect the public’s safety and deliver essential services. Absences of essential personnel can put strain on response systems, overburden other employees, and create extra overtime expenses for county governments.

For these reasons, MACo **OPPOSES** SB 40 and recommends the Committee issue an **UNFAVORABLE** report.