



## **Senate Bill 304**

### *Maryland Healthy Working Families Act - Enforcement - Delayed Implementation*

MACo Position: **SUPPORT**

To: Finance Committee

Date: January 24, 2018

From: Kevin Kinnally

The Maryland Association of Counties SUPPORTS SB 304. This bill grants a reasonable period for employers to comply with the newly adopted state laws regarding employee sick and safe leave.

County governments, in addition to their obvious roles as providers of essential public services, are also substantial employers across the state. While counties generally already offer benefits to employees that meet or exceed the spirit of the new state law, there are a variety of implementation challenges where an extended time before enforcement would be welcome.

County decision-making is, for obvious purposes, a public and deliberative process. Counties adopting new personnel policies must go through hearings and opportunities for public comment prior to their adoption. This process, by its nature, will take weeks to complete – even for those jurisdictions that had policy re-writes “ready to go” on the day the new state law was adopted by the General Assembly.

SB 304 proposes a reasonable timetable for compliance, and will afford local governments the time to carry out their obligations through the appropriate process. For these reasons, MACo **SUPPORTS** SB 304 and urges a FAVORABLE report.