



Senate Bill 698

Labor and Employment – Maryland Earned Sick and Safe Leave Act

MACo Position: **OPPOSE**

To: Finance Committee

Date: February 27, 2013

From: Robin Clark

The Maryland Association of Counties (MACo) **OPPOSES** SB 698. SB 698 would require employers to provide paid sick leave at a normal rate of pay for all employees and their family members. The bill expands the definition of family members beyond current uses and includes a broad array of circumstances for taking sick leave. Even though county governments generally offer general benefits and leave policies, these mandates would be inefficient and difficult.

Counties currently provide substantially more sick leave than the legislation prescribes for all regularly scheduled employees. However, they do not all provide the same benefits to short-term seasonal workers. For example, summer camp instructors and local park attendants who open seasonal park features do not – and need not -- receive the same sick leave benefits as all year-round, full-time employees.

Extending sick leave benefits to these short-term seasonal employees would require counties to make administrative changes and incur additional costs; however the larger concern is the potential operational inefficiency. Providing seasonal services depends on the attendance of those employees who work a limited schedule. County employers do not build in redundancy to seasonal short-term positions to account for absences.

In addition, some definitions provided in the legislation are broader than current allowances. Expanded definitions of family membership and a broad list of allowable reasons for absences exposes county employers to absences and service disruptions. These additions would present difficulties in maintaining a stable workforce, and the delivery of sometimes critically important services.

For these reasons, MACo recommends the Committee issue an **UNFAVORABLE** report on SB 698.