



February 20, 2019

The Honorable Dereck E. Davis  
Economic Matters Committee  
Room 231, House Office Building  
Annapolis, MD 21401

**RE: HB 1284 – Organ Donation - Prohibition on Discrimination by Insurer and Unpaid Leave – Oppose**

Dear Delegate Davis:

HB 1284 applies to businesses with 15 or more employees. It will require up to 60 days of paid organ donation leave within 12 months (30 days for bone marrow donation), which cannot be taken concurrently with FMLA leave.

This bill will layer onto other current and proposed paid and unpaid leave bills/requirements; giving additional protected to employees covered under the FMLA. Requiring an additional 60 days of leave puts an undue burden on small businesses that struggle providing the current level of state and federal mandated benefits and leave and still maintain both proper staffing and a reasonable operating budget. Most employers, of any size, are more than willing and happy to work with employees in these circumstances as they are able. However, mandating such leave is one more example of when a one-size-fits-all law is not reasonable.

The Carroll County Chamber of Commerce, a business advocacy organization of over 600 members, opposes this requirement. We therefore request that you give this bill an unfavorable report.

Sincerely,

A handwritten signature in black ink that reads 'Mike McMullin'.

Mike McMullin  
President  
Carroll County Chamber of Commerce

CC: Delegate Haven Shoemaker  
Senator Justin Ready