



February 20, 2019

The Honorable Joanne C. Benson  
Rules Committee  
Senate Meeting Room H-124, State House  
Annapolis, MD 21401

**RE: SB 0912 – Maryland Healthy Working Families Act - Adverse Actions - Absence Control Policy– Support**

Dear Senator Benson:

This bill would allow an employer to apply an absence control policy if the employer provides at least 40 hours of paid leave a year, excluding earned sick and safe leave as long as the absence control policy is uniformly applied to all types of leave provided, and has a progressive accountability structure.

Such a provision would be a welcome amendment to the overly restrictive proscriptions included in the Maryland Healthy Working Families Act. Allowing employers to reasonably manage their own workforce, including the abuse of paid leave, is appropriate and would be step in the right direction to ameliorate the burdensome requirements of such mandates.

The Carroll County Chamber of Commerce, a business advocacy organization of over 600 members, supports this bill and asks that you give it a favorable report.

Sincerely,

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

Mike McMullin  
President  
Carroll County Chamber of Commerce

CC: Senator Justin Ready  
Delegate Haven Shoemaker