



February 10, 2020

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

**Re: HB 1021** – Labor and Employment - Maryland Healthy Working Families Act - Seasonal Temporary Workers – **Support**

Dear Delegate Davis:

HB 1021 would increase from 106 to 120 days, the period during which an employer is not required to allow an employee to use earned sick and safe leave.

The amendment would relieve employers who primarily operate on a seasonal basis from a financial burden and has made it difficult to operate in terms of staff availability for the relatively short period of summer employment seasons.

Another provision of this amendment would allow employers to seek verification of the need for sick and safe leave, if such verification is stated upon hire and agreed to by the employee by the terms of employment.

The Carroll Chamber generally supports this amendment. However, the bill also reduces the length of time whereby an employer must reinstate unused sick and safe leave to employees who return after having terminated, from 37 weeks to 32 weeks. It is not standard business practice to reinstate sick leave (and unusual to pay out unused sick leave). This provision, whether 37 or 32 weeks, forces employers to keep a financial liability on its books for more than 6 months after an employee leaves employment. Encouraging job development does not include adding unnecessary costs to businesses. The state should be making it easier to own and operate job-producing businesses, not add additional roadblocks.

Carroll County Chamber of Commerce, a business advocacy organization of over 600 members, generally supports this bill and therefore requests 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: Delegate Haven Shoemaker  
Senator Justin Ready

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