



HB 1448 Commission of Labor and Industry Laws- Classification of Independent Contractors- Guidelines

POSITION OPPOSE

Elizabeth Cooney Care Network OPPOSES HB 1448 because the bills subject licensed home care businesses to create more onerous laws in operation which may disqualify the ability to utilize Independent Contractor in the workforce.

Worker Shortage

Maryland is in a caregiver shortage. Workers are demanding to work as Independent Contractors for the flexibility and freedom to control their own hours and days. Companies are experiencing a massive shortage. This bill creates a hostile workplace for the worker to risk whether can operate as an Independent Contractor or not. Thus the negative effect is even less workers choosing the home care field and leaving home care and sourcing their income in more flexible environments.

Homecare providers rely on independent contractors to provide specialized care to home bound patients. Homecare independent contractors currently include: pulmonary specialists, nutritionists, physical therapists, speech therapists, occupational therapists, and a full range of other skilled health care professionals. Because of workforce shortages and their desire to work on a flexible schedule, these independent contractors work for multiple agencies and are an essential element of homecare services.

Duplicative Guidelines

Maryland laws already has the workplace Fraud Act of 2009 which already delineates the Independent Contractor rules for Maryland Department of Labor. In addition the IRS labor rules specific the Common Law test for the utilization for Independent Contractors.

Please vote NO to HB 1448.

Thank you for supporting the home care and its workforce.

Please contact Elizabeth Weglein, 410.608.7966, for further questions.