



**Maryland Joint  
Legislative Committee**

*The Voice of Merit Construction*

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February 16, 2024

To: Senate Finance Committee  
From: Associated Builders & Contractors  
RE: SB 485 - Family and Medical Leave Insurance Program - Modifications  
Position: Unfavorable

Associated Builders and Contractors (ABC) represent more than 1500 construction and construction-related companies through its four Maryland chapters. Our members believe in the tenets of free enterprise, investing in their workforce and giving back to the communities in which they live, work and play.

Senate Bill 485 would modify provisions of law governing application, administration, and enforcement of the Family and Medical Leave Insurance Program, including provisions related to the payment of contributions, the calculation of the average weekly wage, the submission of claims for benefits, the application of the Program to self-employed individuals, the satisfaction of Program requirements through private employer plans or insurance, and the use of contributions or other funding by the Secretary of Labor.

ABC is opposed to SB 485, while we acknowledge the importance of supporting families and providing necessary medical leave, we believe that the current proposal imposes constraints on employers, particularly those within the construction industry. We believe that the proposed modifications in this bill language would have a significant burden on employers, hinder economic growth, and undermine the flexibility and innovation necessary for the construction industry to thrive. We urge the committee to reconsider these provisions and work towards a balanced approach that supports employees and employers alike.

ABC appreciates your consideration and, for these reasons, respectfully requests a **unfavorable** report on Senate Bill 485.

*Martin "MJ" Kraska  
Government Affairs Director  
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