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Economic Matters Committee



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THE MARYLAND HOUSE OF DELEGATES  
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HB908

Labor and Employment-Maryland Healthy Working Families Act-Verification

Thank you Chairman Davis, Vice Chair Dumais and members of the Economic Matters Committee for this opportunity for me to present and request your support for HB908, which is a simple bill that allows employers to require verification of the appropriate use of paid sick leave by seasonal employees during the 107<sup>th</sup>-120<sup>th</sup> day of employment.

This is a cross-filed bill with SB404, which was heard on February 20<sup>th</sup>. In the testimony provided by Senator Carozza, the sponsor of SB404, she reflected on the work she has done with the members of the Senate Small Business Workgroup and one of the options to provide relief to our seasonal employers has resulted in the introduction of SB404 and HB908. This legislation would authorize a seasonal employer to require verification that earned sick and safe leave is used appropriately by an employee when the leave is used during the period between the first 107 and 120 calendar days if the employer provided written notice about the verification requirement at the time the employee is hired. An employer may deny an employee's request to take earned sick and safe leave during that period if an employee fails or refused to provide any verification required by the employer that the leave was used appropriately.

Seasonal small business operators need this relief, and they want to continue to hire young people and this bill would allow businesses to keep employees on the payroll longer.

This is an important priority for Maryland's seasonal employers, and Delegate Adams would respectfully request a favorable report of House Bill 908.