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—
Economic Matters Committee

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THE MARYLAND HOUSE OF DELEGATES
ANNAPOLIS, MARYLAND 21401

HB 909 - Maryland Healthy Working Families Act - Applicability

SPONSOR TESTIMONY

Cross-file: **SB 165**

House Economic Matters Committee, March 2, 2021

Chairman Davis, Vice Chair Dumais and Members of the Committee,

I am writing to introduce **House Bill 909 - Maryland Healthy Working Families Act – Applicability**. This bill would exempt our local school systems from the requirement to provide sick leave to substitute employees.

House Bill 909 gives three specific conditions for this exemption. The employee must be called to work by a county board of education on an as-needed basis, must be able to reject or accept the shift offered by the county board of education, and must not be guaranteed to be called on to work by the county board of education.

When the General Assembly passed this law, it included an exemption for employees who work on an as-needed basis in the health and human services industry. This bill corrects an oversight in the paid sick leave law by enacting a similar exemption for substitute employees of local school systems. The current requirement to provide paid sick leave is an unfunded mandate on our local school systems, and the requirement has generated a significant cost as our schools are effectively being required to hire substitutes for substitutes. For some school systems, the savings could be substantial. As stated in the fiscal note for this bill, the Montgomery County Public School System and the Baltimore County Public School System each estimate savings of at least \$1.1 million per year. At this time, when all of us are focused on the amount of money that our local school systems receive, I believe that this funding would be better spent on other educational needs.

I respectfully request a favorable report on House Bill 909. Thank you for your consideration.