



**JAMISON DOOR COMPANY**  
P.O. Box 70, Hagerstown, MD, USA 21741-0070  
Phone: 1-800-532-3667 or 301-733-3100  
Fax: 240-329-5155  
Web: [www.jamisondoor.com](http://www.jamisondoor.com)

February 12, 2021

To: Chair Derek Davis  
House Economic Matters Committee

From: Dwight Clark  
President & COO  
Jamison Door Company

Subject: Opposition to HB 375

Our company has been most fortunate during the pandemic to have remained open for business and our employees gainfully employed with full wages and benefits. So many businesses in our community and state have not been as fortunate not only with the impact of the pandemic but also mandated benefits that make it very difficult to stay afloat in the state of Maryland.

We offer a generous benefit package which places most of the cost burden on the company. Our employees receive various paid benefits such as:

- Vacation
- Holidays
- Floater Days
- Sick and Safe Leave
- Perfect Attendance Days
- Short-Term Disability
- Long-Term Disability
- Life and AD&D

Should circumstances dictate that an employee needs to miss time from work, they have a variety of options to use.

The current FMLA law provides up to 12-weeks of unpaid leave providing the employee meets the required qualifications. Originally, the Federal version was for 1) Employees own serious health issue, 2) Birth or adoption of a child, 3) Employee family member's serious health issue. Once it got down to the state level, there were additional exceptions to using the benefit in which the company had to monitor and keep records. To now consider placing another hardship on employers to offer paid or partially paid benefits under the Family and Medical Leave makes a company wonder how much more is the government going to force employers to pay employees for not working?

A company can only survive if their employees are working the required hours and meeting the required goals and deadlines. I respectfully ask for an unfavorable report on HB 375.

Regards,

*Dwight Clark (jll)*

Dwight Clark  
President & COO  
Jamison Door Company  
Celebrating its 115<sup>th</sup> anniversary