

JACK BAILEY  
*Legislative District 29*  
Calvert and St. Mary's Counties

Judicial Proceedings Committee



THE SENATE OF MARYLAND  
ANNAPOLIS, MARYLAND 21401

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January 21, 2021

**Senate Bill 165 – Maryland Healthy Working Families Act – Applicability**

Dear Chair Kelley and Members of the Committee,

I am writing to introduce Senate Bill 165 - Maryland Healthy Working Families Act – Applicability. This bill would exempt our local school systems from the requirement to provide sick leave to substitute employees.

Senate Bill 165 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 when I introduced it last year, 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 Senate Bill 165. Thank you for your consideration.

Sincerely,

A handwritten signature in black ink, appearing to read "J. Bailey".

Senator Jack Bailey  
District 29  
Calvert and St. Mary's Counties