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February 9, 2023

The Honorable Melony Griffith
Chair, Senate Finance Committee
3 East Miller Senate Office Building
Annapolis, Maryland 21401

RE: Senate Bill 197 – Four-Day Workweek Act of 2023

On behalf of the Maryland Association of Maryland Insurance Companies (MAMIC), we respectfully oppose Senate Bill 197 - Four-Day Workweek Act of 2023.

MAMIC is comprised of 12 mutual insurance companies that are headquartered in Maryland and neighboring states. Approximately one-half of our members are domiciled in Maryland, and are key contributors and employers in our local communities. Together, MAMIC members offer a wide variety of insurance products and services and provide coverage for thousands of Maryland citizens.

As our client association is comprised of a number of small businesses, we note that the challenges involved in hiring and maintaining a highly-qualified, professional workforce were exacerbated during the recent pandemic. These hiring challenges continue today.

We respectfully submit that such employment conditions as a four-day work week are, and should remain, within the sole authority of the employer to determine. While we agree that the Program proposed in this bill is voluntary, its adoption in the Maryland workplace could prove disruptive to certain industries or businesses by providing a new employee benefit that is entirely paid for with taxpayer dollars. We note that some businesses have already adjusted the length of time that employees are required to work as a response to the significant disruption caused by the pandemic. The Committee will also acknowledge a substantial shift in recent years to remote employment – a phenomenon that continues to evolve.

If the General Assembly decides that a four-day work week is an appropriate subject to address using a pilot program, it should, at a minimum, be limited to government units only and be followed by a thorough examination of its effects before widespread application in the employer community. Notwithstanding the view stated above, that the referenced legislation, if enacted, should be limited to government agencies only, MAMIC respectfully requests an unfavorable report on Senate Bill 197.

Thank you for your consideration of our views on this important legislation.

Sincerely,

Jeane A. Peters, President

cc: Bryson Popham