

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 - UNF

Dear Chair Griffith and Members of the Committee,

On behalf of the Building Owners and Managers Association of Baltimore (BOMA), we respectfully oppose Senate Bill 197.

BOMA, through its nearly 300 members, represents owners and managers of all types of commercial property, comprising 143 million square feet of office space in Baltimore and Central Maryland. Our members' facilities support over 19,000 jobs and contribute \$2.5 billion to the Maryland economy each year. 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, BOMA respectfully requests an unfavorable report on Senate Bill 197.

Sincerely,



Kevin J. Bauer

cc: Bryson Popham