



The Voice of Merit Construction

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TO: FINANCE COMMITTEE

FROM: ASSOCIATED BUILDERS AND CONTRACTORS

RE: S.B. 355 – FAMILY AND MEDICAL LEAVE INSURANCE
PROGRAM – DELAY OF IMPLEMENTATION

POSITION: FAVORABLE

The Associated Builders and Contractors (ABC) supports S.B. 355 which is before you today for consideration. This bill will shift the start dates for contributions and benefit claims by two years. We believe that this is a prudent measure that will allow for more thorough preparation and ensure the program's long-term success.

While we strongly support the concept of a Family and Medical Leave Insurance Program for Maryland, it is crucial that its implementation be carefully managed to avoid potential pitfalls and ensure its sustainability. A two-year delay will provide necessary time to refine program logistics, assess economic conditions, and engage stakeholders.

Implementing a statewide program of this magnitude requires meticulous planning and coordination. The additional time will allow the state to thoroughly test systems, address any unforeseen challenges, and ensure a smooth and efficient rollout for both employers and employees.

The proposed delay will allow for a more accurate assessment of the state's economic climate and its potential impact on the program's funding. This will enable the Secretary to set contribution rates that are both sustainable and equitable, minimizing the burden on businesses while ensuring adequate funding for benefits.

The extra time will provide an opportunity for further engagement with businesses, employees, and other stakeholders to address any outstanding concerns and build consensus around the program's implementation. This collaborative approach will contribute to a more successful and widely accepted program.

A well-designed and effectively implemented Family and Medical Leave Insurance Program will be a tremendous benefit to Maryland families and businesses.

The proposed delay will help ensure that the program is launched successfully and achieves its intended goal of providing crucial support to workers while minimizing disruption to employers.

On behalf of the over 1,500 ABC members in Maryland, we respectfully request a favorable report on S.B. 355.

Marcus Jackson, Director of
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