

ANNE ARUNDEL COUNTY BOARD OF EDUCATION

2644 Riva Road · Annapolis · Maryland · 21401

BILL: HB1 - LABOR AND EMPLOYMENT - MARYLAND HEALTHY WORKING FAMILIES ACT

HEARING DATE: FEBRUARY 10, 2017

COMMITTEE: ECONOMIC MATTERS COMMITTEE

POSITION: OPPOSE

CONTACT PERSON: JEANETTE ORTIZ, ESQ., *LEGISLATIVE & POLICY COUNSEL* (410.703.5352)

The Anne Arundel County Board of Education **OPPOSES House Bill 1 Labor and Employment - Maryland Healthy Working Families Act**. This Bill requires an employer with more than nine employees to have a sick and safe leave policy under which an employee (who regularly works 8 or more hours per week) earns at least 1 hour of paid sick and safe leave, at the same rate as an employee normally earns, for every 30 hours an employee works. An employer is not required to allow an employee to earn or carry over more than 56 hours of earned sick and safe leave in a year, use more than 80 hours of earned sick and safe leave in a year, accrue more than 80 hours at any time, or use earned sick and safe leave during the first 90 days employed or first 480 hours worked, whichever is shorter.

House Bill 1 is an unfunded mandate with significant fiscal implications. This bill would apply to temporary employees, including substitute teachers. Currently, substitute teachers receive an invitation to work at a school, and they have the ability to accept or reject the assignment based upon their needs and interests. Under **House Bill 1**, Anne Arundel County Public Schools and local school systems in the State would be required to provide sick leave for these substitute teachers and other temporary employees at an increased cost to local school systems. The costs would be significant. Under this bill school systems would be required to cut resources from other places in order to afford leave for individuals in their system who currently do not receive leave, and can choose to not work on certain days.

Accordingly, the Anne Arundel County Board of Education respectfully urges the Committee to issue an **UNFAVORABLE** committee report on **House Bill 1**.