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BILL: Senate Bill 686
TITLE: Maryland Healthy Working Families Act – Applicability
DATE: February 21, 2019
POSITION: SUPPORT
COMMITTEE: Finance
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Senate Bill 686 provides that the Maryland Healthy Working Families Act does not apply to employees of a county board of education who are called to work on an as-needed basis, can reject or accept the shift offered by the county board of education, and are not guaranteed to be called on to work by the county board of education.

PSSAM thanks the sponsors and fully supports Senate Bill 686.

On February 12, 2018, the Maryland Healthy Working Families Act went into effect. This Act provides that all employees whose primary work location is in Maryland are entitled to accrue sick and safe leave unless they are exempt from coverage under the law. Senate Bill 686 provides a fair and just clarification to the existing law.

Local superintendents are always appreciative of any legislation that lessens the financial burden on local school systems to deliver a quality education to all students. Currently, the Maryland Healthy Working Families Act is an unfunded mandate that is costing local school systems millions of dollars to provide sick and safe leave. As an example, if a teacher is sick, a substitute teacher is called; if that substitute declines and has earned sick leave, then we must contact a substitute for the substitute. This scenario means that we are paying 3 people for a day's work – the teacher, the substitute, and the substitute for the substitute.

Senate Bill 686 provides a critical clarification to the Maryland Healthy Working Families Act that will result in sound fiscal policy and financial savings for local school systems. For the reasons stated above, PSSAM fully **supports** Senate Bill 686 and urges a favorable committee report.