



HB909 MARYLAND HEALTHY WORKING FAMILIES ACT – APPLICABILITY

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ECONOMIC MATTERS COMMITTEE

SUPPORT

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Anne Arundel County Public Schools (AACPS) supports **HB909 Maryland Healthy Working Families Act - Applicability**. This bill exempts from the Maryland Healthy Working Families Act an employee who is called to work by a local board of education on an as-needed basis, can reject or accept the shift offered, and is not guaranteed to be called on to work by the local board of education.

This bill clarifies 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. AACPS strongly supports this bill in order to treat daily, on-call as-needed, employees in the public school setting in the same manner as daily on-call as-needed employees in the health and human services industries.

The exemption being requested would be only for those school employees of a county board of education who: 1) are called to work on an as-needed basis, 2) can reject or accept the shift offered, and 3) are not guaranteed to be called on to work. Again, these are the same criteria in the law used since 2018 to exempt employees in the health or human service industries.

The Maryland Healthy Working Families Act has required school systems to provide paid sick leave to substitute teachers. We have essentially been required to hire substitutes for substitutes and this has made covering classes during teacher absences even more difficult. The proposed legislation would align county boards of education with other industries in the law that are exempt from providing paid sick leave to employees who receive an invitation to work and have the ability to accept or reject the assignment based upon their needs and interests. There is already a shortage of substitute teachers available in Anne Arundel County and the current law further limits our ability to find substitute teachers to ensure class coverage. Accordingly, the legislation addresses AACPS opposition and concerns regarding the implementation of the Maryland Healthy Working Families Act. The current law has cost AACPS over \$500,000 since its enactment.

Accordingly, AACPS respectfully requests a **FAVORABLE** committee report on HB909.