

# LOBBY DAY 2017 TALKING POINTS

## HB1/SB230: MARYLAND HEALTHY WORKING FAMILIES ACT (SICK LEAVE)



*\*This document is for Health Care for the Homeless staff use only.*

### What is HB1?

In short, HB1 would require employers to provide employees with earned sick and safe leave. Specifically, it would:

- Require employers with 15+ employees to provide employees with earned leave paid at their regular wage rate
- Require employers with 14 or fewer employees to provide employees with unpaid earned leave
- Allow workers to earn up to 1 hour of paid sick time for every 30 hours worked—up to 7 full days of earned leave per year
- Allow victims of domestic violence or abuse to earn “safe time” to obtain medical attention, victims services, counseling, relocation or legal services to help keep their families safe

### What are key arguments against HB1?

- It is too costly for small business owners
- Business owners will only pass the cost of paid sick leave onto their customers

### What are key arguments for HB1?

- It guarantees earned paid sick days for 512,000 Marylanders who don't currently have any paid sick leave.
- Includes part time workers, recognizing that they get sick, too.
- It guarantees job protected, unpaid sick leave for 216,000 Marylanders who work for smaller employers.
- It protects public health by making sure restaurant workers can take sick days instead of working while sick.
- It does not cost the state any money.
- It includes protection for victims of violence and abuse.
- An overwhelming majority of Marylanders want this bill.
  - A Goucher poll found 75% of Marylanders support requiring businesses with 10 or more employees to offer them 1 hour of sick leave for every 30 hours worked.
  - 21% oppose this proposal.

**Everyone deserves to go home.**

### **Gov. Hogan introduced his own sick leave bill, HB382. How is it different from HB1?**

- HB1 benefits far more people.
  - HB1 would grant paid sick leave to 512,000 Marylanders
  - HB382 covers only 272,000.
- HB1 holds *all Maryland employers* accountable to their employees.
  - HB1 applies to employers of all sizes, though the provisions differ for small businesses with 14 or fewer workers.
  - HB382 applies only to employers with 50 employees at a *single location*.
- HB1 doesn't cost the state anything, while HB382 will cost a lot.
  - HB1 is cost neutral for the state.
  - HB382 includes tax incentives for businesses and would cost taxpayers an estimated \$60 million a year.
- HB1 allows not only accrual of sick leave, but of safe leave for victims of violence and abuse; HB382 has no such provision.
- HB1 has a broader public health impact.
  - HB1 protects public health by ensuring restaurant workers can take sick days rather than working while sick.
  - HB382 does little for restaurant workers, since 9 out of 10 restaurants have fewer than 50 employees.

### **Why does Health Care for the Homeless support HB1?**

Health Care for the Homeless is joining forces with more than 150 advocacy, faith, small business, labor and community organizations in support of HB1 *because it will provide critical access to earned sick days to 100s of 1,000s of working Marylanders.*

### **OK, so in a nutshell, we need sick leave because:**

- It is ***right and fair*** in extending a critical benefit to 1,000s of Marylanders.
- It will ***allow 730,000+ people access to sick leave.***
- It has important ***public health ramifications.***
- It provides ***protection for victims of violence*** and abuse.