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**TESTIMONY IN OPPOSITION TO HB 1021**  
**Maryland Healthy Working Families Act -Seasonal Temporary Workers**

**TO:** Chair Davis, Vice Chair Dumais, and members of the Economic Matters Committee

**FROM:** Jeffery Rubin on behalf of Jews United for Justice (JUFJ)

My name is Jeffrey Rubin. I live in Potomac, Maryland, in District 15. I'm a physician scientist who worked at the Bethesda campus of the National Institutes of Health for 28 years. I also am the co-chair of Jews United for Justice's Economic Justice Team. JUFJ is an organization of 5,000 people from across the state of Maryland that works on issues of social, racial, and economic justice. As a medical professional and volunteer leader of JUFJ, I provide this testimony in opposition to HB1021.

Nobody should have to choose between their job and caring for their health. Rabbi Hillel teaches us that we can't separate ourselves from our community; we all have a responsibility for each other's wellbeing and care. The General Assembly must make sure that all people can take time to attend to their own health.

The Maryland Healthy Working Families Act became law after several years of vigorous debate. Many compromises were made during the process, including the one specifying that an employer would not be required to allow an employee to use earned sick and safe leave during the first 106 calendar days the employee works for the employer. The original version of the bill stated that the employer would not be required to allow use of earned sick and safe leave during the first 90 calendar days, a customary time frame for provisions to go into effect. It is a well-known fact that a substantial delay in the passage of the bill in the Finance Committee was due to the unwillingness of a single legislator representing some of the business interests in his jurisdiction to approve the bill without a longer time frame imposed. Ultimately, a consensus was reached that called for 106 calendar days. Undoing a compromise that was long in the making would set a bad precedent, potentially leading to other efforts to reverse course rather than moving on to address other pressing issues in need of legislative attention.

In short, we believe the Maryland Healthy Working Families Act should remain as it is, without altering hard-fought compromises that were necessary for its passage. **Therefore, I respectfully urge an unfavorable report for HB1021.** Thank you.