

To SCBA members

This is a message from Delegate April Rose regarding The **Maryland Healthy Working Families Act**. This is the message that she sent out February 12.

On February 11, 2018, the Maryland Healthy Working Families Act is scheduled to go into effect. The Department of Labor has made a draft sample employee notice poster available on our website for your place of business at www.dllr.maryland.gov/paidleave. The department is also developing sample policies that will be available on the department's website in the near future.

To the extent that the Commissioner of Labor and Industry receives complaints immediately after the law goes into effect, the commissioner will work closely with employers and employees to make sure both parties understand the requirements and limitations of the law and resolve any issues as fair and equitable implementation.

Governor Larry Hogan issued Executive Order 01.01.2018.04 creating the Office of Small Business Regulatory Assistance to assist small businesses in complying with House Bill 1 (HB1). Questions can be sent to this office at its dedicated email small.business@maryland.gov.

May I suggest that all business owners go to this website, get familiar with the new law and get them to send you some of the posters so that your employees see it.

Larry Helminiak