AMENDMENTS TO HOUSE BILL 1
(First Reading File Bill)

AMENDMENT NO. 1

AMENDMENT NO. 2
On page 11, in line 1, after “(I)” insert “1.”; in line 3, strike “(II)” and substitute “2.”; and in line 4, after “EMPLOYER” insert “; OR

(II) 1. THE EMPLOYER IS A PRIVATE EMPLOYER LICENSED UNDER TITLE 7 OF THE HEALTH – GENERAL ARTICLE TO PROVIDE SERVICES TO DEVELOPMENTALLY DISABLED INDIVIDUALS;

2. THE NEED TO USE EARNED SICK AND SAFE LEAVE IS FORESEEABLE;

3. AFTER EXERCISING REASONABLE EFFORTS, THE EMPLOYER IS UNABLE TO PROVIDE A SUITABLE REPLACEMENT EMPLOYEE; AND

(Over)
4. THE EMPLOYEE’S ABSENCE WILL CAUSE A DISRUPTION OF SERVICE TO AT LEAST ONE INDIVIDUAL WITH A DEVELOPMENTAL DISABILITY”.

AMENDMENT NO. 3
On page 7, in line 28, strike “OR”; and in line 31, after “SHORTER” insert “; OR

(5) ACCRUE EARNED SICK AND SAFE LEAVE DURING A:

(I) 2-WEEK PAY PERIOD IN WHICH THE EMPLOYEE WORKED FEWER THAN 16 HOURS TOTAL;

(II) 1-WEEK PAY PERIOD IF THE EMPLOYEE WORKED FEWER THAN A COMBINED TOTAL OF 16 HOURS IN THE CURRENT AND THE IMMEDIATELY PRECEDING PAY PERIOD; OR

(III) PAY PERIOD IN WHICH:

1. THE EMPLOYEE IS PAID TWICE A MONTH REGARDLESS OF THE NUMBER OF WEEKS IN A PAY PERIOD; AND

2. THE EMPLOYEE WORKED FEWER THAN 17.3 HOURS IN THE PAY PERIOD”.

AMENDMENT NO. 4
On page 6, in line 1, after “ADOPTING” insert “AND ENFORCING”; and strike beginning with “LIMITS” in line 1 down through “SUBTITLE” in line 3 and substitute “PROHIBITS THE IMPROPER USE OF EARNED SICK AND SAFE LEAVE, INCLUDING PROHIBITING A PATTERN OF ABUSE OF EARNED SICK AND SAFE LEAVE”.
AMENDMENT NO. 5

On page 11, in line 28, strike “NOT”; and in line 29, strike “OF MORE THAN” and substitute “NOT EXCEEDING”.