

HOUSE BILL 55

K3

3lr0793

(PRE-FILED)

By: **Delegate B. Robinson**

Requested: November 13, 2012

Introduced and read first time: January 9, 2013

Assigned to: Economic Matters

A BILL ENTITLED

1 AN ACT concerning

2 **Labor and Employment – Sick Leave Policy – Requirement**

3 FOR the purpose of requiring an employer to have a policy under which employees of
4 the employer earn sick leave days each month based on the number of hours
5 worked; requiring the sick leave policy to include a provision relating to the
6 prevention of abuse of sick leave by employees; defining a certain term; and
7 generally relating to sick leave policies of employers.

8 BY adding to

9 Article – Labor and Employment

10 Section 3–803

11 Annotated Code of Maryland

12 (2008 Replacement Volume and 2012 Supplement)

13 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF
14 MARYLAND, That the Laws of Maryland read as follows:

15 **Article – Labor and Employment**

16 **3–803.**

17 **(A) (1) IN THIS SECTION, “EMPLOYER” MEANS A PERSON ENGAGED IN**
18 **A BUSINESS, INDUSTRY, PROFESSION, TRADE, OR OTHER ENTERPRISE IN THE**
19 **STATE.**

20 **(2) “EMPLOYER” INCLUDES A PERSON WHO ACTS DIRECTLY OR**
21 **INDIRECTLY IN THE INTEREST OF ANOTHER EMPLOYER WITH AN EMPLOYEE.**

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 **(B) (1) AN EMPLOYER SHALL HAVE A POLICY UNDER WHICH EACH**
2 **EMPLOYEE OF THE EMPLOYER EARNS A SPECIFIED NUMBER OF SICK LEAVE**
3 **DAYS EACH MONTH BASED ON THE NUMBER OF HOURS WORKED BY THE**
4 **EMPLOYEE.**

5 **(2) THE POLICY REQUIRED UNDER PARAGRAPH (1) OF THIS**
6 **SUBSECTION SHALL INCLUDE A PROVISION RELATING TO THE PREVENTION OF**
7 **THE ABUSE OF SICK LEAVE BY EMPLOYEES.**

8 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect
9 October 1, 2013.