

# HOUSE BILL 1026

K3

4r1192  
CF SB 737

---

By: **Delegates A. Kelly, Huckler, Barkley, Barnes, Bobo, Braveboy, Clippinger, Cullison, Frick, Glenn, Gutierrez, Haynes, Impallaria, Kramer, Love, McHale, A. Miller, Mitchell, Oaks, Olszewski, Pena-Melnyk, Pendergrass, Reznik, S. Robinson, Valderrama, Vaughn, and A. Washington**

Introduced and read first time: February 6, 2014

Assigned to: Economic Matters

---

## A BILL ENTITLED

1 AN ACT concerning

2 **Labor and Employment – Unpaid Parental Leave – Birth or Adoption of a**  
3 **Child**

4 FOR the purpose of providing certain employees a certain number of workweeks of  
5 unpaid parental leave in a certain period under certain circumstances;  
6 authorizing an employer to require an eligible employee to provide written  
7 notice of the eligible employee's intention to take parental leave under certain  
8 circumstances; requiring that an eligible employee returning to work after  
9 taking leave be restored to the position of employment held by the employee  
10 when the leave began under certain circumstances; requiring an employer to  
11 maintain certain health coverage for the duration of the eligible employee's  
12 leave under certain circumstances; requiring the Commissioner of Labor and  
13 Industry to adopt certain regulations; requiring the Commissioner to take  
14 certain actions regarding certain violations of certain provisions of law;  
15 authorizing the Attorney General to take a certain action under a certain  
16 provision of this Act; authorizing an employee to bring an action against an  
17 employer for certain damages under certain circumstances; prohibiting certain  
18 acts; authorizing the Commissioner to conduct, under certain circumstances, an  
19 investigation regarding whether a certain provision of law has been violated;  
20 defining certain terms; providing for the construction of this Act; and generally  
21 relating to parental leave for the birth or adoption of a child.

22 BY adding to

23 Article – Labor and Employment

24 Section 3–103(i); and 3–1201 through 3–1211 to be under the new subtitle

25 “Subtitle 12. Parental Leave Act”

26 Annotated Code of Maryland

---

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 (2008 Replacement Volume and 2013 Supplement)

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

4 **Article – Labor and Employment**

5 3–103.

6 (I) THE COMMISSIONER MAY CONDUCT AN INVESTIGATION TO  
7 DETERMINE WHETHER SUBTITLE 12 OF THIS TITLE HAS BEEN VIOLATED ON  
8 RECEIPT OF A WRITTEN COMPLAINT OF AN EMPLOYEE.

9 **SUBTITLE 12. PARENTAL LEAVE ACT.**

10 **3–1201.**

11 (A) IN THIS SUBTITLE THE FOLLOWING WORDS HAVE THE MEANINGS  
12 INDICATED.

13 (B) “DEPARTMENT” MEANS THE DEPARTMENT OF LABOR, LICENSING,  
14 AND REGULATION.

15 (C) (1) “ELIGIBLE EMPLOYEE” MEANS AN INDIVIDUAL WHO HAS  
16 REQUESTED THAT AN EMPLOYER PROVIDE PARENTAL LEAVE AND WHO, AS OF  
17 THE DATE THAT THE REQUESTED PARENTAL LEAVE BEGINS, WILL HAVE BEEN  
18 EMPLOYED BY THAT EMPLOYER FOR AT LEAST:

19 (I) A 12-MONTH PERIOD; AND

20 (II) 1,250 HOURS DURING THE PREVIOUS 12 MONTHS.

21 (2) “ELIGIBLE EMPLOYEE” DOES NOT INCLUDE AN INDIVIDUAL  
22 WHO IS EMPLOYED AT A WORK SITE AT WHICH THE EMPLOYER EMPLOYS FEWER  
23 THAN 15 EMPLOYEES IF THE TOTAL NUMBER OF EMPLOYEES EMPLOYED BY  
24 THAT EMPLOYER WITHIN 75 MILES OF THE WORK SITE IS ALSO FEWER THAN 15.

25 (D) (1) “EMPLOYER” MEANS A PERSON WHO EMPLOYS AT LEAST 15  
26 BUT NOT MORE THAN 49 INDIVIDUALS IN THE STATE FOR EACH WORKING DAY  
27 DURING EACH OF 20 OR MORE CALENDAR WORKWEEKS IN THE CURRENT OR  
28 PRECEDING CALENDAR YEAR.

29 (2) “EMPLOYER” INCLUDES:

1                   **(I) A PERSON WHO ACTS, DIRECTLY OR INDIRECTLY, IN THE**  
2 **INTEREST OF AN EMPLOYER WITH RESPECT TO AN EMPLOYEE OF THE**  
3 **EMPLOYER; AND**

4                   **(II) A SUCCESSOR IN INTEREST OF AN EMPLOYER.**

5           **(E) (1) “EMPLOYMENT BENEFITS” MEANS BENEFITS PROVIDED OR**  
6 **MADE AVAILABLE TO AN EMPLOYEE BY AN EMPLOYER.**

7                   **(2) “EMPLOYMENT BENEFITS” INCLUDES GROUP LIFE**  
8 **INSURANCE, HEALTH INSURANCE, DISABILITY INSURANCE, SICK LEAVE,**  
9 **ANNUAL LEAVE, EDUCATIONAL BENEFITS, AND PENSIONS.**

10           **(F) “PARENTAL LEAVE” MEANS LEAVE DESCRIBED IN § 3-1202 OF THIS**  
11 **SUBTITLE.**

12           **(G) “SECRETARY” MEANS THE SECRETARY OF LABOR, LICENSING, AND**  
13 **REGULATION.**

14 **3-1202.**

15           **AN ELIGIBLE EMPLOYEE IS ENTITLED TO A TOTAL OF 6 WORKWEEKS OF**  
16 **UNPAID PARENTAL LEAVE DURING ANY 12-MONTH PERIOD FOR ONE OR MORE**  
17 **OF THE FOLLOWING:**

18                   **(1) THE BIRTH OF A CHILD OF THE EMPLOYEE; OR**

19                   **(2) THE PLACEMENT OF A CHILD WITH THE EMPLOYEE FOR**  
20 **ADOPTION OR FOSTER CARE.**

21 **3-1203.**

22           **(A) EXCEPT AS PROVIDED IN SUBSECTION (B) OF THIS SECTION, AN**  
23 **EMPLOYER MAY REQUIRE AN ELIGIBLE EMPLOYEE TO GIVE THE EMPLOYER**  
24 **WRITTEN NOTICE OF THE EMPLOYEE’S INTENTION TO TAKE PARENTAL LEAVE**  
25 **AT LEAST 30 DAYS BEFORE COMMENCING PARENTAL LEAVE.**

26           **(B) AN ELIGIBLE EMPLOYEE MAY BEGIN TAKING PARENTAL LEAVE**  
27 **WITHOUT PRIOR NOTICE FOLLOWING A PREMATURE BIRTH, UNEXPECTED**  
28 **ADOPTION, OR UNEXPECTED FOSTER PLACEMENT.**

29 **3-1204.**

1           **(A) AN ELIGIBLE EMPLOYEE WHO RETURNS TO WORK AFTER TAKING**  
2 **PARENTAL LEAVE IS ENTITLED TO BE RESTORED BY AN EMPLOYER:**

3                   **(1) TO THE POSITION OF EMPLOYMENT HELD BY THE EMPLOYEE**  
4 **WHEN THE PARENTAL LEAVE BEGAN; OR**

5                   **(2) TO AN EQUIVALENT POSITION WITH EQUIVALENT**  
6 **EMPLOYMENT BENEFITS, PAY, AND OTHER TERMS AND CONDITIONS OF**  
7 **EMPLOYMENT.**

8           **(B) AN EMPLOYER MAY:**

9                   **(1) DENY RESTORATION OF THE ELIGIBLE EMPLOYEE'S POSITION**  
10 **OF EMPLOYMENT UNDER SUBSECTION (A) OF THIS SECTION IF:**

11                           **(I) THE DENIAL IS NECESSARY TO PREVENT SUBSTANTIAL**  
12 **AND GRIEVOUS ECONOMIC INJURY TO THE OPERATIONS OF THE EMPLOYER;**

13                           **(II) THE EMPLOYER NOTIFIES THE EMPLOYEE OF THE**  
14 **INTENT OF THE EMPLOYER TO DENY RESTORATION OF THE EMPLOYEE'S**  
15 **POSITION OF EMPLOYMENT AT THE TIME THE EMPLOYER DETERMINES THAT**  
16 **ECONOMIC INJURY WOULD OCCUR; AND**

17                           **(III) IN A CASE OF PARENTAL LEAVE THAT HAS ALREADY**  
18 **BEGUN, THE EMPLOYEE ELECTS NOT TO RETURN TO EMPLOYMENT AFTER**  
19 **RECEIVING NOTICE OF THE EMPLOYER'S INTENTION TO DENY RESTORATION OF**  
20 **THE EMPLOYEE'S POSITION OF EMPLOYMENT; AND**

21                   **(2) DURING THE PARENTAL LEAVE PERIOD, TERMINATE**  
22 **EMPLOYMENT OF AN EMPLOYEE USING PARENTAL LEAVE FOR CAUSE.**

23 **3-1205.**

24           **(A) EXCEPT AS PROVIDED IN SUBSECTION (B) OF THIS SECTION,**  
25 **DURING ANY PERIOD THAT AN ELIGIBLE EMPLOYEE TAKES PARENTAL LEAVE,**  
26 **AN EMPLOYER SHALL MAINTAIN COVERAGE OF A GROUP HEALTH PLAN FOR THE**  
27 **DURATION OF THE PARENTAL LEAVE AND IN THE SAME MANNER THAT**  
28 **COVERAGE WOULD HAVE BEEN PROVIDED IF THE EMPLOYEE HAD CONTINUED**  
29 **IN EMPLOYMENT CONTINUOUSLY FOR THE DURATION OF THE PARENTAL LEAVE.**

30           **(B) (1) AN EMPLOYER MAY RECOVER THE PREMIUM THAT THE**  
31 **EMPLOYER PAID FOR MAINTAINING COVERAGE FOR AN ELIGIBLE EMPLOYEE**  
32 **UNDER A GROUP HEALTH PLAN DURING THE PERIOD OF PARENTAL LEAVE IF**

1 THE EMPLOYEE FAILS TO RETURN TO EMPLOYMENT WITH THE EMPLOYER  
2 AFTER THE PERIOD OF PARENTAL LEAVE TO WHICH THE EMPLOYEE IS  
3 ENTITLED HAS EXPIRED.

4 (2) THIS SUBSECTION DOES NOT APPLY IN THE CASE OF AN  
5 EMPLOYEE WHO FAILS TO RETURN TO WORK BECAUSE OF OTHER  
6 CIRCUMSTANCES BEYOND THE CONTROL OF THE EMPLOYEE.

7 3-1206.

8 THE COMMISSIONER SHALL ADOPT REGULATIONS TO IMPLEMENT THE  
9 PROVISIONS OF THIS SUBTITLE.

10 3-1207.

11 (A) WHENEVER THE COMMISSIONER DETERMINES THAT THIS SUBTITLE  
12 HAS BEEN VIOLATED, THE COMMISSIONER SHALL:

13 (1) TRY TO RESOLVE ANY ISSUE INVOLVED IN THE VIOLATION  
14 INFORMALLY BY MEDIATION; OR

15 (2) ASK THE ATTORNEY GENERAL TO BRING AN ACTION ON  
16 BEHALF OF THE APPLICANT OR EMPLOYEE.

17 (B) THE ATTORNEY GENERAL MAY BRING AN ACTION UNDER THIS  
18 SECTION IN THE COUNTY WHERE THE VIOLATION ALLEGEDLY OCCURRED FOR  
19 INJUNCTIVE RELIEF, DAMAGES, OR OTHER RELIEF.

20 3-1208.

21 (A) IF AN EMPLOYER VIOLATES THIS SUBTITLE, AN AFFECTED  
22 EMPLOYEE MAY BRING AN ACTION AGAINST THE EMPLOYER TO RECOVER  
23 DAMAGES EQUAL TO THE AMOUNT OF ANY WAGES, SALARY, EMPLOYMENT  
24 BENEFITS, OR OTHER COMPENSATION DENIED OR LOST AND AN ADDITIONAL  
25 EQUAL AMOUNT AS LIQUIDATED DAMAGES.

26 (B) IF A COURT DETERMINES THAT AN EMPLOYEE IS ENTITLED TO  
27 JUDGMENT IN AN ACTION UNDER THIS SECTION, THE COURT SHALL ALLOW  
28 AGAINST THE EMPLOYER REASONABLE ATTORNEY'S FEES AND OTHER COSTS OF  
29 THE ACTION.

1           (C) NOTWITHSTANDING ANY OTHER PROVISION OF LAW, A  
2 SUPERVISORY EMPLOYEE OF AN EMPLOYER MAY NOT BE PERSONALLY LIABLE  
3 FOR A VIOLATION OF THIS SUBTITLE.

4   **3-1209.**

5           (A) AN EMPLOYER MAY NOT:

6                   (1) VIOLATE ANY PROVISION OF THIS SUBTITLE;

7                   (2) HINDER, DELAY, OR OTHERWISE INTERFERE WITH THE  
8 SECRETARY OR AN AUTHORIZED REPRESENTATIVE OF THE SECRETARY IN THE  
9 ENFORCEMENT OF THIS SUBTITLE; OR

10                  (3) DISCHARGE OR OTHERWISE DISCRIMINATE AGAINST AN  
11 EMPLOYEE BECAUSE THE EMPLOYEE:

12                           (I) HAS REQUESTED OR TAKEN PARENTAL LEAVE  
13 AUTHORIZED UNDER THIS SUBTITLE;

14                           (II) MAKES A COMPLAINT TO THE EMPLOYER, THE  
15 SECRETARY, OR ANOTHER PERSON;

16                           (III) BRINGS AN ACTION UNDER THIS SUBTITLE OR A  
17 PROCEEDING THAT RELATES TO THE SUBJECT OF THIS SUBTITLE OR CAUSES  
18 THE ACTION OR PROCEEDING TO BE BROUGHT; OR

19                           (IV) HAS TESTIFIED OR WILL TESTIFY IN AN ACTION UNDER  
20 THIS SUBTITLE OR A PROCEEDING THAT RELATES TO THE SUBJECT OF THIS  
21 SUBTITLE.

22           (B) THE COMMISSIONER MAY BRING AN ACTION FOR INJUNCTIVE  
23 RELIEF AND DAMAGES AGAINST A PERSON WHO VIOLATES SUBSECTION (A)(1)  
24 OR (3) OF THIS SECTION.

25   **3-1210.**

26           (A) THIS SUBTITLE MAY NOT BE CONSTRUED TO DIMINISH THE  
27 OBLIGATION OF AN EMPLOYER TO COMPLY WITH A COLLECTIVE BARGAINING  
28 AGREEMENT OR AN EMPLOYMENT BENEFIT PROGRAM OR PLAN THAT PROVIDES  
29 GREATER FAMILY OR MEDICAL LEAVE RIGHTS TO EMPLOYEES THAN THE  
30 RIGHTS ESTABLISHED UNDER THIS SUBTITLE.

1           **(B) THE RIGHTS ESTABLISHED FOR EMPLOYEES UNDER THIS SUBTITLE**  
2 **MAY NOT BE DIMINISHED BY A COLLECTIVE BARGAINING AGREEMENT OR AN**  
3 **EMPLOYMENT BENEFIT PROGRAM OR PLAN.**

4 **3-1211.**

5           **THIS SUBTITLE MAY NOT BE CONSTRUED TO DISCOURAGE EMPLOYERS**  
6 **FROM ADOPTING OR RETAINING LEAVE POLICIES MORE GENEROUS THAN**  
7 **POLICIES THAT COMPLY WITH THIS SUBTITLE.**

8           SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect  
9 October 1, 2014.