

HOUSE BILL 345

K3

5lr1377

By: **Delegates Lierman and Clippinger**

Introduced and read first time: February 5, 2015

Assigned to: Economic Matters

A BILL ENTITLED

1 AN ACT concerning

2 **Labor and Employment – Flexible Leave – Use of Leave for Family Illness**

3 FOR the purpose of providing that an agreement between an employer and employee to
4 waive the employee's right to use certain leave with pay due to illness of the
5 employee's immediate family is void; prohibiting an employer from taking certain
6 adverse actions against an employee because the employee requested certain leave;
7 and generally relating to leave with pay for an illness of the immediate family.

8 BY repealing and reenacting, with amendments,

9 Article – Labor and Employment

10 Section 3–802(d) and (f)

11 Annotated Code of Maryland

12 (2008 Replacement Volume and 2014 Supplement)

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

15 **Article – Labor and Employment**

16 3–802.

17 (d) **(1)** An employee of an employer may use leave with pay for the illness of
18 the employee's immediate family.

19 **(2) AN AGREEMENT BETWEEN AN EMPLOYER AND EMPLOYEE TO**
20 **WAIVE THE PROVISIONS OF THIS SECTION IS VOID.**

21 (f) An employer may not discharge, demote, suspend, discipline, or otherwise
22 discriminate against an employee or threaten to take any of these actions against an
23 employee because the employee:

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 (1) **HAS REQUESTED LEAVE AUTHORIZED UNDER THIS SECTION;**

2 **(2)** has taken leave authorized under this section;

3 **[(2)] (3)** has opposed a practice made unlawful by this section; or

4 **[(3)] (4)** has made a charge, testified, assisted, or participated in an
5 investigation, proceeding, or hearing under this section.

6 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect
7 October 1, 2015.