

## Chapter 493

**(House Bill 345)**

AN ACT concerning

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

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

BY repealing and reenacting, with amendments,  
 Article – Labor and Employment  
 Section 3–802(d) and (f)  
 Annotated Code of Maryland  
 (2008 Replacement Volume and 2014 Supplement)

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

**Article – Labor and Employment**

3–802.

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

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

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

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

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

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

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

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

**Enacted under Article II, § 17(c) of the Maryland Constitution, May 30, 2015.**