



SENATE FINANCE COMMITTEE
House Bill 1503
State Personnel – Paid Family and Medical Leave
March 27, 2025
Favorable with Amendments

Chair Beidle, Vice Chair Hayes and members of the committee, thank you for the opportunity to testify on House Bill 1503. The University System of Maryland (USM) is an independent unit of State Government with an independent personnel system, which is governed and managed by the USM Board of Regents (BOR).

The USM is comprised of twelve distinguished institutions, and three regional centers. We award eight out of every ten bachelor's degrees in the State. Each of USM's 12 institutions has a distinct and unique approach to the mission of educating students and promoting the economic, intellectual, and cultural growth of its surrounding community. These institutions are located throughout the state, from western Maryland to the Eastern Shore, with the flagship campus in the Washington suburbs. The USM includes three Historically Black Institutions, comprehensive institutions and research universities, and the country's largest public online institution.

House Bill 1503 establishes fully paid Family and Medical Leave (PFML) for all employees, including temporary employees, of all Executive Branch units, **including units with an independent personnel system**. As written, the provision of PFML will be in accordance with regulations to be adopted by the Secretary of Budget and Management.

USM employees are not covered by regulations and personnel policies covering State Personnel Management System (SPMS) employees, issued under the authority of the Secretary of Budget and Management. Instead, USM employees are covered by distinct human resources policies, procedures, and guidelines approved by the BOR and implemented by the USM Chancellor, as well as those implemented by the Presidents of constituent USM institutions. HB1503 does not appear to sufficiently reflect the full statutory authority of the BOR to govern and manage its affairs.

The USM looks forward to working with the sponsor to address these concerns and has included with this testimony suggested amendments for your consideration. Thank you again for the opportunity to offer amendments on House Bill 1503.

Purpose of the Amendments:

These amendments are intended to recognize the statutory authority of the Board of Regents (BOR) over the management of the affairs of the USM, and to provide clarity over implementation of the proposed program. The amendments require the BOR to establish conditions and procedures for

requesting and approving paid family and medical leave for USM employees and permit the BOR to delegate to an employee or appointing authority (USM presidents) any power or duty. The amendments modify the language throughout to more generically define the requirements so that they are applicable to both the State Personnel Management System and the USM personnel system, and so they are more closely aligned to existing operations (e.g., requests for leave are typically submitted to an employee's supervisor or manager, and not directly to the appointing authority/USM presidents).

**HOUSE BILL 1503
(THIRD READING FILE BILL)**

AMENDMENT NO. 1:

On page 5, insert "OR FOR AN INSTITUTION OF HIGHER EDUCATION THE GOVERNING BODY" before "SHALL" on line 15.

AMENDMENT NO. 2:

On page 5, insert "OR FOR AN INSTITUTION OF HIGHER EDUCATION THE GOVERNING BODY" before "MAY" on line 20. Strike "OF THE DEPARTMENT" on line 21.

AMENDMENT NO. 3:

On page 5, strike beginning with "THE" through "FILE" on line 26, and insert "SHALL BE FILED" before "WITH" on line 27.

AMENDMENT NO. 4:

On page 6, strike beginning with "TO" on line 2 through "AUTHORITY" on line 3 and insert instead "FOR LEAVE IN ACCORDANCE WITH ESTABLISHED PROCEDURES".

AMENDMENT NO. 5:

On page 6, strike "APPOINTING" on line 21 through "AN" on line 22. Insert "MAY BE REQUIRED" before "TO" on line 22. Strike beginning with "THE" through "WITH" on line 23.

AMENDMENT NO. 6:

On page 6, strike beginning with "TO" through "AUTHORITY" on line 27.

AMENDMENT NO. 7:

On page 6, strike "APPOINTING AUTHORITY'S" on lines 29-30.

AMENDMENT NO. 8:

On page 7, strike "BY THE DEPARTMENT" on line 6.

AMENDMENT NO. 9:

On page 7, strike beginning with "THE" on line 7 through "WAIVE" on line 8. Insert "SHALL BE WAIVED" before "FOR" on line 9.

AMENDMENT NO. 10:

On page 7, strike beginning with "THE" on line 11 through "SUBTITLE" on line 12 and replace with "LEAVE MAY BE DENIED UNDER THIS SUBTITLE".

AMENDMENT NO. 11:

On page 7, strike “THE APPOINTING AUTHORITY WITH” on line 21.

AMENDMENT NO. 12:

On page 7, strike beginning with the second “AN” on line 26 through “REDUCE” on line 27. Insert “MAY NOT BE REDUCED” before “BEYOND” on line 28.

AMENDMENT NO. 13:

On page 8, strike beginning with “THE” through “COUNT” on line 17. Insert “MAY BE COUNTED” before “AGAINST” on line 19.

AMENDMENT NO. 14:

On page 8, strike beginning with “EMPLOYEE’S” on line 21 through “A” on line 22. Insert “IS DESIGNATED” after “LEAVE” on line 22.

AMENDMENT NO. 15:

On page 8, strike beginning with “THE” on line 25 through “NOTIFIES” on line 26. Insert “IS NOTIFIED” after “EMPLOYEE” on line 26.

