

# HOUSE BILL 52

P4

(4lr0794)

**ENROLLED BILL**  
— Appropriations/Finance —

Introduced by **Delegate Stewart**

Read and Examined by Proofreaders:

\_\_\_\_\_  
Proofreader.

\_\_\_\_\_  
Proofreader.

Sealed with the Great Seal and presented to the Governor, for his approval this

\_\_\_\_\_ day of \_\_\_\_\_ at \_\_\_\_\_ o'clock, \_\_\_\_\_ M.

\_\_\_\_\_  
Speaker.

CHAPTER \_\_\_\_\_

1 AN ACT concerning

2 **State Employees – Parental Bereavement Leave**

3 FOR the purpose of providing that certain State employees are entitled to a certain amount  
4 of parental bereavement leave with pay under certain circumstances; prohibiting  
5 certain State entities from requiring certain State employees to use certain paid  
6 leave under certain circumstances; and generally relating to parental bereavement  
7 leave for State employees.

8 BY repealing and reenacting, without amendments,  
9 Article – State Personnel and Pensions  
10 Section 9–1101  
11 Annotated Code of Maryland  
12 (2015 Replacement Volume and 2023 Supplement)

13 BY adding to

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**EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.**

[Brackets] indicate matter deleted from existing law.

Underlining indicates amendments to bill.

~~Strike out~~ indicates matter stricken from the bill by amendment or deleted from the law by amendment.

*Italics indicate opposite chamber/conference committee amendments.*



1 Article – State Personnel and Pensions  
 2 Section 9–1109  
 3 Annotated Code of Maryland  
 4 (2015 Replacement Volume and 2023 Supplement)

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

7 **Article – State Personnel and Pensions**

8 9–1101.

9 Except as otherwise provided in this subtitle, this subtitle applies to all employees  
 10 in the State Personnel Management System, except temporary employees.

11 **9–1109.**

12 (A) (1) IN THIS SECTION THE FOLLOWING WORDS HAVE THE MEANINGS  
 13 INDICATED.

14 (2) “CHILD” MEANS AN ADOPTED, BIOLOGICAL, OR FOSTER CHILD, A  
 15 STEPCHILD, OR A LEGAL WARD, WHO IS AT LEAST 6 MONTHS OLD AND UNDER THE  
 16 AGE OF ~~21~~ 27 YEARS.

17 (3) “INFANT” MEANS AN ADOPTED, BIOLOGICAL, OR FOSTER CHILD, A  
 18 STEPCHILD, OR A LEGAL WARD, WHO IS UNDER THE AGE OF 6 MONTHS.

19 ~~(3) (4) “PARENTAL BEREAVEMENT LEAVE” MEANS LEAVE AN~~  
 20 ~~EMPLOYEE IS ALLOWED TO USE:~~

21 ~~(I) ON THE DEATH OF THE EMPLOYEE’S CHILD; OR~~

22 ~~(II) WHEN THE EMPLOYEE EXPERIENCES A STILLBIRTH.~~

23 ~~(4) (5) “STILLBIRTH” MEANS THE DEATH OF A FETUS AFTER A~~  
 24 ~~GESTATION PERIOD OF 20 WEEKS OR MORE FOR AN EMPLOYEE:~~

25 ~~(I) WHO WAS PREGNANT WITH THE FETUS;~~

26 ~~(II) WHO IS THE SPOUSE OR DOMESTIC PARTNER OF AN~~  
 27 ~~INDIVIDUAL WHO WAS PREGNANT WITH THE FETUS; OR~~

28 ~~(III) WHO INTENDED TO ASSUME PARENTAL RESPONSIBILITIES~~  
 29 ~~FOR THE FETUS IF THE FETUS HAD BEEN BORN ALIVE.~~

1 (B) THIS SECTION APPLIES TO:

2 ~~(1)~~ ALL EMPLOYEES, INCLUDING TEMPORARY EMPLOYEES, IN THE  
3 EXECUTIVE, JUDICIAL, AND LEGISLATIVE BRANCHES OF STATE GOVERNMENT,  
4 INCLUDING ANY UNIT WITH AN INDEPENDENT PERSONNEL SYSTEM; ~~AND~~

5 ~~(2) ALL EMPLOYEES OF A PUBLIC INSTITUTION OF HIGHER~~  
6 ~~EDUCATION, AS DEFINED IN § 2-308 OF THIS ARTICLE.~~

7 (C) AN EMPLOYEE SUBJECT TO THIS SECTION IS ENTITLED TO PARENTAL  
8 BEREAVEMENT LEAVE WITH PAY.

9 (D) (1) SUBJECT TO PARAGRAPH ~~(2)~~ (3) OF THIS SUBSECTION, AN  
10 EMPLOYEE MAY USE UP TO 10 DAYS OF PARENTAL BEREAVEMENT LEAVE WITHIN 60  
11 DAYS AFTER:

12 ~~(I)~~ THE DEATH OF THE EMPLOYEE'S CHILD; ~~OR~~

13 ~~(II) THE EMPLOYEE EXPERIENCES A STILLBIRTH.~~

14 (2) SUBJECT TO PARAGRAPH (3) OF THIS SUBSECTION, AN EMPLOYEE  
15 MAY USE UP TO 60 DAYS OF PARENTAL BEREAVEMENT LEAVE WITHIN 60 DAYS  
16 AFTER:

17 (I) THE EMPLOYEE EXPERIENCES A STILLBIRTH; OR

18 (II) THE DEATH OF THE EMPLOYEE'S INFANT.

19 ~~(2)~~ (3) AN EMPLOYEE MAY USE PARENTAL BEREAVEMENT LEAVE  
20 ONLY AFTER NOTIFYING THE EMPLOYEE'S APPOINTING AUTHORITY OF THE  
21 EMPLOYEE'S INTENTION TO USE PARENTAL BEREAVEMENT LEAVE.

22 ~~(3)~~ (4) AN EMPLOYEE'S APPOINTING AUTHORITY MAY NOT  
23 REQUIRE AN EMPLOYEE ENTITLED TO PARENTAL BEREAVEMENT LEAVE UNDER  
24 ~~PARAGRAPH~~ PARAGRAPHS (1) AND (2) OF THIS SUBSECTION TO USE ANY OTHER  
25 PAID LEAVE AVAILABLE TO THE EMPLOYEE.

26 (E) THE SECRETARY SHALL ADOPT REGULATIONS GOVERNING PARENTAL  
27 BEREAVEMENT LEAVE.

28 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect  
29 October 1, 2024.

Approved:

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Governor.

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Speaker of the House of Delegates.

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President of the Senate.