
By: **Delegates Cadden, B. Hughes, Kagan, Benson, Kopp, Proctor,
Pendergrass, and Bobo**

Introduced and read first time: February 13, 1998

Assigned to: Economic Matters

A BILL ENTITLED

1 AN ACT concerning

2 **Commission to Study Paid Family and Medical Leave**

3 FOR the purpose of establishing a Commission to Study Paid Family and Medical
4 Leave; requiring the Commission to study issues relating to paid and unpaid
5 family and medical leave in the State; requiring the Commission to submit to
6 the Governor and the General Assembly a report with findings and
7 recommendations by a certain date; and generally relating to the Commission to
8 Study Paid Family and Medical Leave.

9 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF
10 MARYLAND, That:

11 (a) There is a Commission to Study Paid Family and Medical Leave.

12 (b) (1) The Commission shall consist of:

13 (i) Three individuals appointed by the Governor;

14 (ii) Two members of the House of Delegates appointed by the
15 Speaker of the House;

16 (iii) Two members of the Senate appointed by the President of the
17 Senate;

18 (iv) Two representatives of organized labor, nominated by the
19 AFL-CIO and appointed by the Governor; and

20 (v) Two representatives of business, nominated by the Maryland
21 Chamber of Commerce and appointed by the Governor.

22 (2) The Governor shall designate the chairman of the Commission from
23 among the members appointed by the Governor under paragraph (1)(i) of this
24 subsection.

25 (c) The Department of Labor, Licensing, and Regulation shall provide staff to
26 the Commission.

1 (d) The Commission shall:

2 (1) Review federal and State laws, and the laws of foreign countries,
3 relating to paid and unpaid family and medical leave;

4 (2) Survey the practices of the public and private sector employers
5 relating to paid leave for workers who need time off to care for newborns or recently
6 adopted children, or seriously ill or injured family members;

7 (3) Assess the need in this State for a minimum level of paid family and
8 medical leave; and

9 (4) Develop viable legislative proposals for implementing paid family
10 and medical leave, including recommendations relating to:

11 (i) Applicability to small employers;

12 (ii) Maximum duration of leave;

13 (iii) Methods of funding; and

14 (iv) The rate of payment as a percentage of regular pay.

15 (e) A member of the Commission who is unable to attend Commission
16 meetings may designate an individual to attend in the member's place, with advance
17 notice to the chairman of the Commission.

18 (f) On or before December 31, 1998, the Commission shall submit a final
19 report to the Governor and, in accordance with § 2-1246 of the State Government
20 Article, the General Assembly.

21 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect
22 June 1, 1998.