

HOUSE BILL 540

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2002 Regular Session  
2lr0852  
CF 2lr1399

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By: **Delegates Shriver, Benson, Dobson, Grosfeld, Bronrott, Dembrow, Menes, Cryor, Marriott, Kirk, Moe, Carlson, Kagan, Parrott, Cadden, Love, Burns, Frush, Barkley, Brown, Sophocleus, Bobo, Conroy, Riley, Klausmeier, Cane, Phillips, Hurson, Turner, V. Jones, Swain, Franchot, and ~~W. Baker~~ W. Baker, Howard, Mandel, Valderrama, Donoghue, Goldwater, Harrison, and Pendergrass**

Introduced and read first time: February 1, 2002  
Assigned to: Economic Matters

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Committee Report: Favorable with amendments  
House action: Adopted  
Read second time: March 18, 2002

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CHAPTER \_\_\_\_\_

1 AN ACT concerning

2 **Labor and Employment - Employee Leave for Adoptions - Sunset Repeal**

3 FOR the purpose of repealing a termination provision relating to leave required to be  
4 granted by an employer when a child is placed with an employee for adoption;  
5 and generally relating to employee leave for adoption purposes.

6 BY repealing and reenacting, without amendments,  
7 Article - Labor and Employment  
8 Section 3-801 and 3-802  
9 Annotated Code of Maryland  
10 (1999 Replacement Volume and 2001 Supplement)

11 BY repealing and reenacting, with amendments,  
12 Chapter 503 of the Acts of the General Assembly of 1999  
13 Section 2

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

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**Article - Labor and Employment**

2 3-801.

3 (a) In this subtitle, "employer" means a person engaged in a business,  
4 industry, profession, trade, or other enterprise in the State.

5 (b) "Employer" includes:

6 (1) a unit of State or local government that employs individuals who are  
7 not subject to the provisions of Title 9, Subtitle 5 of the State Personnel and Pensions  
8 Article; and

9 (2) a person who acts directly or indirectly in the interest of another  
10 employer with an employee.

11 3-802.

12 (a) This subtitle applies to an employer who provides leave with pay to an  
13 employee following the birth of the employee's child.

14 (b) An employer who provides leave with pay to an employee following the  
15 birth of the employee's child shall provide the same leave with pay to an employee  
16 when a child is placed with the employee for adoption.

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**Chapter 503 of the Acts of 1999**

18 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect  
19 July 1, 1999. [It shall remain effective for a period of three years and, at the end of  
20 June 30, 2002, with no further action required by the General Assembly, this Act shall  
21 be abrogated and of no further force and effect.]

22 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect  
23 June 1, 2002.