

SENATE BILL 390

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K3

2002 Regular Session  
2r1399  
CF 2r0852

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By: **Senators Ruben, Forehand, Frosh, Hoffman, Hollinger, Kelley, Stone,  
and Teitelbaum**

Introduced and read first time: January 30, 2002

Assigned to: Finance

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A BILL ENTITLED

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:

16 **Article - Labor and Employment**

17 3-801.

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

20 (b) "Employer" includes:

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

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

1 3-802.

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

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

7

**Chapter 503 of the Acts of 1999**

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

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