

SB0797/987376/1

BY: Finance Committee

AMENDMENTS TO SENATE BILL 797
(First Reading File Bill)

AMENDMENT NO. 1

On page 1, at the top of the page, insert "EMERGENCY BILL"; in line 4, after "of" insert "requiring that employers give certain notice of certain leave benefits to employees;"; in line 6, after "circumstances;" insert "providing for the payment of accrued leave to an employee whose employment terminated during a certain time period; providing for the application of this Act; making this Act an emergency measure;"; and in line 10, strike "3-505" and substitute "3-504 and 3-505".

AMENDMENT NO. 2

On page 1, after line 15, insert:

3-504.

(a) An employer shall give to each employee:

(1) at the time of hiring, notice of:

(i) the rate of pay of the employee; [and]

(ii) the regular paydays that the employer sets; AND

(III) LEAVE BENEFITS;

(2) for each pay period, a statement of the gross earnings of the employee and deductions from those gross earnings; and

(Over)

(3) at least 1 pay period in advance, notice of any change in a payday or wage.

(b) This section does not prohibit an employer from increasing a wage without advance notice.”.

AMENDMENT NO. 3

On page 1, strike beginning with “**IF**” in line 22 down through “**THE**” in line 25 and substitute “**AN**”.

On page 2, in line 1, after “**IF**” insert:

“(1) THE EMPLOYER HAS A WRITTEN POLICY THAT LIMITS THE COMPENSATION OF ACCRUED LEAVE TO EMPLOYEES;

“(2) THE EMPLOYER NOTIFIED THE EMPLOYEE OF THE EMPLOYER’S LEAVE BENEFITS IN ACCORDANCE WITH § 3-504(A)(1) OF THIS SUBTITLE; AND

“(3)”.

AMENDMENT NO. 4

On page 2, after line 2, insert:

“SECTION 2. AND BE IT FURTHER ENACTED, That, for an employee whose employment terminated on or after November 1, 2007, and before the effective date of this Act, if the employer of the employee had a written policy regarding the payment of accrued leave and, before termination of the employee’s employment, communicated that policy to the employee, the employer is required to pay accrued leave to the employee only if the employee is entitled to the payment under the terms of the employer’s written policy.

SECTION 3. AND BE IT FURTHER ENACTED, That this Act may not be applied to any case for which a final judgment has been rendered and for which all judicial appeals have been exhausted prior to the effective date of this Act.”;

in line 3, strike “2.” and substitute “4.”; and strike beginning with “shall” in line 3 down through “2008” in line 4 and substitute “is an emergency measure, is necessary for the immediate preservation of the public health or safety, has been passed by a ye and nay vote supported by three-fifths of all the members elected to each of the two Houses of the General Assembly, and shall take effect from the date it is enacted”.