

HOUSE BILL 1331

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By: **Delegates A. Kelly, Cullison, Gutierrez, Hucker, Luedtke, Mizeur, Pena–Melnyk, S. Robinson, Waldstreicher, and M. Washington**

Introduced and read first time: February 8, 2013

Assigned to: Economic Matters

A BILL ENTITLED

1 AN ACT concerning

2 **Labor and Employment – Parental Leave – Birth or Adoption of a Child**

3 FOR the purpose of providing certain employees a total of six workweeks of parental
4 leave in a 12–month period under certain circumstances; providing that the
5 parental leave granted by an employer may be unpaid leave; providing that
6 certain paid leave may be substituted for any part of the six workweeks of leave
7 under certain circumstances; authorizing an employer to require an eligible
8 employee to provide written notice of the eligible employee’s intention to take
9 parental leave under certain circumstances; authorizing an employer to require
10 that certain requests for parental leave be supported by a certain certification
11 issued by a certain health care provider; requiring that an eligible employee
12 returning to work after taking leave be restored to the position of employment
13 held by the employee when the leave began under certain circumstances;
14 requiring an employer to maintain certain health coverage for the duration of
15 the eligible employee’s leave under certain circumstances; requiring an
16 employer to keep certain records; requiring an employer to keep posted
17 conspicuously in each place of employment a certain notice; requiring the
18 Secretary of Labor, Licensing, and Regulation to adopt certain regulations;
19 authorizing an employee to bring an action against an employer for certain
20 damages under certain circumstances; prohibiting certain acts; providing for
21 certain penalties; defining certain terms; providing for the purposes of this Act;
22 and generally relating to parental leave for the birth or adoption of a child.

23 BY adding to

24 Article – Labor and Employment

25 Section 3–1101 through 3–1116 to be under the new subtitle “Subtitle 11.
26 Maryland Family and Medical Leave Act”

27 Annotated Code of Maryland

28 (2008 Replacement Volume and 2012 Supplement)

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



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

3 **Article – Labor and Employment**

4 **SUBTITLE 11. MARYLAND FAMILY AND MEDICAL LEAVE ACT.**

5 **3–1101.**

6 (A) IN THIS SUBTITLE THE FOLLOWING WORDS HAVE THE MEANINGS
7 INDICATED.

8 (B) “DEPARTMENT” MEANS THE DEPARTMENT OF LABOR, LICENSING,
9 AND REGULATION.

10 (C) (1) “ELIGIBLE EMPLOYEE” MEANS AN INDIVIDUAL WHO HAS
11 REQUESTED THAT AN EMPLOYER PROVIDE PARENTAL LEAVE AND WHO, AS OF
12 THE DATE THAT THE REQUESTED PARENTAL LEAVE BEGINS, WILL HAVE BEEN
13 EMPLOYED BY THAT EMPLOYER FOR AT LEAST:

14 (I) A 12–MONTH PERIOD; AND

15 (II) 1,250 HOURS DURING THE PREVIOUS 12 MONTHS.

16 (2) “ELIGIBLE EMPLOYEE” DOES NOT INCLUDE AN INDIVIDUAL
17 WHO IS EMPLOYED AT A WORKSITE AT WHICH THE EMPLOYER EMPLOYS LESS
18 THAN 15 EMPLOYEES IF THE TOTAL NUMBER OF EMPLOYEES EMPLOYED BY
19 THAT EMPLOYER WITHIN 75 MILES OF THE WORKSITE IS ALSO LESS THAN 15.

20 (D) (1) “EMPLOYER” MEANS A PERSON WHO EMPLOYS AT LEAST 15
21 BUT NOT MORE THAN 49 INDIVIDUALS IN THE STATE FOR EACH WORKING DAY
22 DURING EACH OF 20 OR MORE CALENDAR WORKWEEKS IN THE CURRENT OR
23 PRECEDING CALENDAR YEAR.

24 (2) “EMPLOYER” INCLUDES:

25 (I) A PERSON WHO ACTS, DIRECTLY OR INDIRECTLY, IN THE
26 INTEREST OF AN EMPLOYER WITH RESPECT TO AN EMPLOYEE OF THE
27 EMPLOYER; AND

28 (II) A SUCCESSOR IN INTEREST OF AN EMPLOYER.

29 (3) “EMPLOYER” DOES NOT INCLUDE A GOVERNMENTAL UNIT
30 COVERED BY THE FEDERAL ACT.

1 **(E) (1) “EMPLOYMENT BENEFITS” MEANS BENEFITS PROVIDED OR**
2 **MADE AVAILABLE TO AN EMPLOYEE BY AN EMPLOYER.**

3 **(2) “EMPLOYMENT BENEFITS” INCLUDES GROUP LIFE**
4 **INSURANCE, HEALTH INSURANCE, DISABILITY INSURANCE, SICK LEAVE,**
5 **ANNUAL LEAVE, EDUCATIONAL BENEFITS, AND PENSIONS.**

6 **(F) “PARENTAL LEAVE” MEANS LEAVE DESCRIBED IN § 3-1103 OF THIS**
7 **SUBTITLE.**

8 **(G) (1) “FEDERAL ACT” MEANS THE FEDERAL FAMILY AND MEDICAL**
9 **LEAVE ACT OF 1993, AS AMENDED.**

10 **(2) “FEDERAL ACT” INCLUDES REGULATIONS ADOPTED BY THE**
11 **U.S. DEPARTMENT OF LABOR TO IMPLEMENT THE FAMILY AND MEDICAL**
12 **LEAVE ACT OF 1993.**

13 **(H) “HEALTH CARE PROVIDER” MEANS:**

14 **(1) A PHYSICIAN, INCLUDING A DOCTOR OF OSTEOPATHY, WHO IS**
15 **LICENSED TO PRACTICE MEDICINE IN THE STATE; OR**

16 **(2) A PERSON THAT THE SECRETARY DETERMINES BY**
17 **REGULATION TO BE CAPABLE OF PROVIDING HEALTH CARE SERVICES.**

18 **(I) “REDUCED LEAVE SCHEDULE” MEANS A LEAVE SCHEDULE THAT**
19 **REDUCES THE USUAL NUMBER OF HOURS PER WORKWEEK, OR HOURS PER**
20 **WORKDAY, OF AN EMPLOYEE.**

21 **(J) “SECRETARY” MEANS THE SECRETARY OF LABOR, LICENSING, AND**
22 **REGULATION.**

23 **3-1102.**

24 **THE PURPOSE OF THIS SUBTITLE IS TO:**

25 **(1) ALLOW EMPLOYEES TO BALANCE THEIR WORK AND FAMILY**
26 **LIFE BY TAKING REASONABLE UNPAID LEAVE FOR THE BIRTH OR ADOPTION OF**
27 **A CHILD;**

28 **(2) BALANCE THE DEMANDS OF RUNNING A SMALL BUSINESS**
29 **WITH THE NEEDS OF FAMILIES, TO PROMOTE THE STABILITY AND ECONOMIC**

1 SECURITY OF FAMILIES AND BUSINESSES, AND TO PRESERVE FAMILY
2 INTEGRITY;

3 (3) INCREASE PRODUCTIVITY AND PROMOTE ATTACHMENT TO
4 THE WORKFORCE BY REDUCING CONFLICT SITUATIONS INVOLVING THE NEEDS
5 OF SMALL BUSINESS OWNERS AND THE PERSONAL NEEDS OF EMPLOYEES;

6 (4) SUPPLEMENT THE PROTECTIONS AFFORDED BY THE FEDERAL
7 ACT IN ORDER TO PROMOTE MORE CONSISTENT AND EQUITABLE FAMILY LEAVE
8 POLICIES IN THE WORKPLACE; AND

9 (5) OTHERWISE STRENGTHEN THE FAMILY AND WORKPLACE
10 ENVIRONMENT.

11 3-1103.

12 (A) SUBJECT TO § 3-1104 OF THIS SUBTITLE, AN ELIGIBLE EMPLOYEE
13 IS ENTITLED TO A TOTAL OF SIX WORKWEEKS OF PARENTAL LEAVE DURING ANY
14 12-MONTH PERIOD FOR ONE OR MORE OF THE FOLLOWING:

15 (1) THE BIRTH OF A CHILD OF THE EMPLOYEE FOR THE PURPOSE
16 OF CARING FOR THE CHILD; OR

17 (2) THE PLACEMENT OF A CHILD WITH THE EMPLOYEE FOR
18 ADOPTION OR FOSTER CARE.

19 (B) THE SECRETARY SHALL ADOPT REGULATIONS AUTHORIZING AN
20 EMPLOYER TO DESIGNATE WHEN PARENTAL LEAVE TAKEN UNDER SUBSECTION
21 (A) OF THIS SECTION MAY BE TAKEN INTERMITTENTLY OR BY WORKING A
22 REDUCED WORKWEEK TO THE EXTENT ALLOWED BY FEDERAL LAW.

23 3-1104.

24 (A) THIS SECTION MAY NOT BE CONSTRUED TO REQUIRE AN EMPLOYER
25 TO PROVIDE PAID SICK LEAVE OR PAID MEDICAL LEAVE IN A SITUATION THAT
26 AN EMPLOYER WOULD NOT NORMALLY PROVIDE PAID SICK LEAVE OR PAID
27 MEDICAL LEAVE.

28 (B) EXCEPT AS PROVIDED UNDER SUBSECTION (C) OF THIS SECTION,
29 PARENTAL LEAVE GRANTED UNDER § 3-1103(A) OF THIS SUBTITLE MAY
30 CONSIST OF UNPAID LEAVE.

1 **(C) (1) IF AN EMPLOYER PROVIDES PAID LEAVE FOR FEWER THAN SIX**
2 **WORKWEEKS, THE ADDITIONAL WEEKS OF LEAVE NECESSARY TO ATTAIN SIX**
3 **WORKWEEKS OF PARENTAL LEAVE REQUIRED UNDER § 3-1103(A) OF THIS**
4 **SUBTITLE MAY BE PROVIDED WITHOUT COMPENSATION.**

5 **(2) AN ELIGIBLE EMPLOYEE MAY ELECT OR AN EMPLOYER MAY**
6 **REQUIRE THE EMPLOYEE TO SUBSTITUTE ANY ACCRUED PAID VACATION LEAVE,**
7 **PERSONAL LEAVE, OR FAMILY LEAVE OF THE EMPLOYEE FOR ANY PART OF THE**
8 **6-WEEK PARENTAL LEAVE PROVIDED UNDER § 3-1103(A)(1) OR (2) OF THIS**
9 **SUBTITLE.**

10 **3-1105.**

11 **(A) (1) EXCEPT AS PROVIDED IN SUBSECTION (B) OF THIS SECTION,**
12 **AN EMPLOYER MAY REQUIRE AN ELIGIBLE EMPLOYEE TO GIVE THE EMPLOYER**
13 **WRITTEN NOTICE OF THE EMPLOYEE'S INTENTION TO TAKE PARENTAL LEAVE**
14 **AT LEAST 30 DAYS BEFORE COMMENCING PARENTAL LEAVE UNDER § 3-1103(A)**
15 **OF THIS SUBTITLE.**

16 **(2) AN EMPLOYER MAY REQUIRE THE EMPLOYEE TO INCLUDE AN**
17 **EXPLANATION OF THE NEED FOR THE PARENTAL LEAVE IN THE NOTICE.**

18 **(B) AN ELIGIBLE EMPLOYEE MAY BEGIN TAKING PARENTAL LEAVE**
19 **WITHOUT PRIOR NOTICE FOLLOWING A PREMATURE BIRTH, UNEXPECTED**
20 **ADOPTION, OR UNEXPECTED FOSTER PLACEMENT.**

21 **(C) IF AN ELIGIBLE EMPLOYEE BEGINS PARENTAL LEAVE WITHOUT**
22 **PRIOR NOTICE UNDER SUBSECTION (B) OF THIS SECTION, THE EMPLOYEE**
23 **SHALL PROVIDE NOTICE TO THE EMPLOYER AS SOON AS PRACTICABLE.**

24 **(D) THE SECRETARY MAY ADOPT REGULATIONS AUTHORIZING AN**
25 **EMPLOYER TO DESIGNATE PARENTAL LEAVE REQUESTED UNDER THIS**
26 **SUBTITLE, INCLUDING RETROACTIVE DESIGNATION OF REQUESTED PARENTAL**
27 **LEAVE.**

28 **3-1106.**

29 **(A) EXCEPT AS PROVIDED UNDER SUBSECTION (B) OF THIS SECTION, AN**
30 **ELIGIBLE EMPLOYEE WHO RETURNS TO WORK AFTER TAKING PARENTAL LEAVE**
31 **UNDER § 3-1103(A) OF THIS SUBTITLE IS ENTITLED TO BE RESTORED BY AN**
32 **EMPLOYER:**

1 **(1) TO THE POSITION OF EMPLOYMENT HELD BY THE EMPLOYEE**
2 **WHEN THE PARENTAL LEAVE BEGAN; OR**

3 **(2) TO AN EQUIVALENT POSITION WITH EQUIVALENT**
4 **EMPLOYMENT BENEFITS, PAY, AND OTHER TERMS AND CONDITIONS OF**
5 **EMPLOYMENT.**

6 **(B) THE TAKING OF PARENTAL LEAVE UNDER § 3-1103(A) OF THIS**
7 **SUBTITLE MAY NOT RESULT IN THE LOSS OF AN EMPLOYMENT BENEFIT**
8 **ACCRUED PRIOR TO THE DATE ON WHICH PARENTAL LEAVE BEGAN.**

9 **(C) THIS SECTION DOES NOT ENTITLE AN ELIGIBLE EMPLOYEE TO:**

10 **(1) ACCRUAL OF SENIORITY OR EMPLOYMENT BENEFITS DURING**
11 **A PERIOD OF PARENTAL LEAVE TAKEN UNDER § 3-1103(A) OF THIS SUBTITLE;**
12 **OR**

13 **(2) A RIGHT, BENEFIT, OR POSITION OF EMPLOYMENT OTHER**
14 **THAN THE RIGHTS, BENEFITS, AND POSITION THAT THE EMPLOYEE WOULD**
15 **HAVE BEEN ENTITLED TO HAD THE EMPLOYEE NOT TAKEN THE PARENTAL**
16 **LEAVE.**

17 **(D) (1) BEFORE RESTORING AN ELIGIBLE EMPLOYEE TO A POSITION**
18 **UNDER SUBSECTION (A) OF THIS SECTION, AN EMPLOYER MAY REQUIRE THAT**
19 **THE EMPLOYEE RECEIVE CERTIFICATION FROM THE EMPLOYEE'S HEALTH CARE**
20 **PROVIDER THAT THE EMPLOYEE IS ABLE TO RESUME WORK.**

21 **(2) CERTIFICATION REQUIRED UNDER THIS SUBSECTION MAY**
22 **ONLY BE REQUIRED UNDER A UNIFORMLY APPLIED PRACTICE OR POLICY OF**
23 **THE EMPLOYER.**

24 **(3) THIS SUBSECTION DOES NOT AFFECT THE ABILITY OF AN**
25 **EMPLOYER TO REQUIRE AN EMPLOYEE DURING A PERIOD OF PARENTAL LEAVE**
26 **TO REPORT PERIODICALLY TO THE EMPLOYER ON THE EMPLOYEE'S STATUS**
27 **AND ON THE EMPLOYEE'S INTENTION TO RETURN TO WORK.**

28 **(E) AN EMPLOYER MAY DENY RESTORATION OF THE ELIGIBLE**
29 **EMPLOYEE'S POSITION OF EMPLOYMENT UNDER SUBSECTION (A) OF THIS**
30 **SECTION IF:**

31 **(1) THE DENIAL IS NECESSARY TO PREVENT SUBSTANTIAL AND**
32 **GRIEVOUS ECONOMIC INJURY TO THE OPERATIONS OF THE EMPLOYER;**

1 **(2) THE EMPLOYER NOTIFIES THE EMPLOYEE OF THE INTENT OF**
2 **THE EMPLOYER TO DENY RESTORATION OF THE EMPLOYEE'S POSITION OF**
3 **EMPLOYMENT AT THE TIME THE EMPLOYER DETERMINES THAT ECONOMIC**
4 **INJURY WOULD OCCUR; AND**

5 **(3) IN A CASE OF PARENTAL LEAVE UNDER § 3-1103(A) OF THIS**
6 **SUBTITLE THAT HAS ALREADY BEGUN, THE EMPLOYEE ELECTS NOT TO RETURN**
7 **TO EMPLOYMENT AFTER RECEIVING NOTICE OF THE EMPLOYER'S INTENTION**
8 **TO DENY RESTORATION OF THE EMPLOYEE'S POSITION OF EMPLOYMENT.**

9 **3-1107.**

10 **(A) EXCEPT AS PROVIDED IN SUBSECTION (B) OF THIS SECTION,**
11 **DURING ANY PERIOD THAT AN ELIGIBLE EMPLOYEE TAKES PARENTAL LEAVE**
12 **UNDER § 3-1103(A) OF THIS SUBTITLE, AN EMPLOYER SHALL MAINTAIN**
13 **COVERAGE OF A GROUP HEALTH PLAN FOR THE DURATION OF THE PARENTAL**
14 **LEAVE AND IN THE SAME MANNER THAT COVERAGE WOULD HAVE BEEN**
15 **PROVIDED IF THE EMPLOYEE HAD CONTINUED IN EMPLOYMENT CONTINUOUSLY**
16 **FOR THE DURATION OF THE PARENTAL LEAVE.**

17 **(B) (1) AN EMPLOYER MAY RECOVER THE PREMIUM THAT THE**
18 **EMPLOYER PAID FOR MAINTAINING COVERAGE FOR AN ELIGIBLE EMPLOYEE**
19 **UNDER A GROUP HEALTH PLAN DURING THE PERIOD OF PARENTAL LEAVE**
20 **UNDER § 3-1103(A) OF THIS SUBTITLE IF THE EMPLOYEE FAILS TO RETURN TO**
21 **EMPLOYMENT WITH THE EMPLOYER AFTER THE PERIOD OF PARENTAL LEAVE**
22 **TO WHICH THE EMPLOYEE IS ENTITLED HAS EXPIRED.**

23 **(2) THIS SUBSECTION DOES NOT APPLY IN THE CASE OF AN**
24 **EMPLOYEE WHO FAILS TO RETURN TO WORK BECAUSE OF OTHER**
25 **CIRCUMSTANCES BEYOND THE CONTROL OF THE EMPLOYEE.**

26 **3-1108.**

27 **AN EMPLOYER SHALL KEEP RECORDS RELATING TO COMPLIANCE WITH**
28 **THIS SUBTITLE THAT THE SECRETARY REQUIRES.**

29 **3-1109.**

30 **AN EMPLOYER SHALL KEEP POSTED CONSPICUOUSLY IN EACH PLACE OF**
31 **EMPLOYMENT A NOTICE THAT ADVISES EMPLOYEES OF THEIR RIGHTS UNDER**
32 **THIS SUBTITLE.**

33 **3-1110.**

1 (A) IN ADDITION TO REGULATIONS SPECIFICALLY REQUIRED BY THIS
2 SUBTITLE, THE SECRETARY SHALL ADOPT REGULATIONS TO IMPLEMENT THE
3 PROVISIONS OF THIS SUBTITLE.

4 (B) (1) NOTWITHSTANDING PARAGRAPH (2) OF THIS SUBSECTION,
5 REGULATIONS ADOPTED UNDER THIS SUBTITLE SHALL BE CONSISTENT WITH
6 REGULATIONS ADOPTED UNDER THE FEDERAL ACT.

7 (2) WHERE PRACTICABLE, THE SECRETARY MAY DEVELOP
8 STREAMLINED PROCEDURES AND STANDARDIZED FORMS TO IMPLEMENT THE
9 PROVISIONS OF THIS SUBTITLE.

10 **3-1111.**

11 (A) IF AN EMPLOYER VIOLATES THIS SUBTITLE, AN AFFECTED
12 EMPLOYEE MAY BRING AN ACTION AGAINST THE EMPLOYER TO RECOVER
13 DAMAGES EQUAL TO THE AMOUNT OF ANY WAGES, SALARY, EMPLOYMENT
14 BENEFITS, OR OTHER COMPENSATION DENIED OR LOST AND AN ADDITIONAL
15 EQUAL AMOUNT AS LIQUIDATED DAMAGES.

16 (B) (1) EXCEPT AS PROVIDED IN PARAGRAPH (2) OF THIS
17 SUBSECTION, AN ACTION UNDER THIS SECTION SHALL BE FILED WITHIN 2
18 YEARS AFTER THE ACT ON WHICH THE ACTION IS BASED.

19 (2) AN ACTION FOR A WILLFUL VIOLATION OF § 3-1112 OF THIS
20 SUBTITLE SHALL BE FILED WITHIN 3 YEARS AFTER THE ACT ON WHICH THE
21 ACTION IS BASED.

22 (C) IF A COURT DETERMINES THAT AN EMPLOYEE IS ENTITLED TO
23 JUDGMENT IN AN ACTION UNDER THIS SECTION, THE COURT SHALL ALLOW
24 AGAINST THE EMPLOYER REASONABLE ATTORNEY'S FEES, REASONABLE
25 EXPERT WITNESS FEES, AND OTHER COSTS OF THE ACTION.

26 (D) NOTWITHSTANDING ANY OTHER PROVISION OF LAW, A
27 SUPERVISORY EMPLOYEE OF AN EMPLOYER MAY NOT BE PERSONALLY LIABLE
28 FOR A VIOLATION OF THIS SUBTITLE.

29 **3-1112.**

30 (A) AN EMPLOYER MAY NOT:

31 (1) VIOLATE ANY PROVISION OF THIS SUBTITLE;

1 **(2) HINDER, DELAY, OR OTHERWISE INTERFERE WITH THE**
2 **SECRETARY OR AN AUTHORIZED REPRESENTATIVE OF THE SECRETARY IN THE**
3 **ENFORCEMENT OF THIS SUBTITLE; OR**

4 **(3) DISCHARGE OR OTHERWISE DISCRIMINATE AGAINST AN**
5 **EMPLOYEE BECAUSE THE EMPLOYEE:**

6 **(I) MAKES A COMPLAINT TO THE EMPLOYER, THE**
7 **SECRETARY, OR ANOTHER PERSON;**

8 **(II) BRINGS AN ACTION UNDER THIS SUBTITLE OR A**
9 **PROCEEDING THAT RELATES TO THE SUBJECT OF THIS SUBTITLE OR CAUSES**
10 **THE ACTION OR PROCEEDING TO BE BROUGHT; OR**

11 **(III) HAS TESTIFIED OR WILL TESTIFY IN AN ACTION UNDER**
12 **THIS SUBTITLE OR A PROCEEDING THAT RELATES TO THE SUBJECT OF THIS**
13 **SUBTITLE.**

14 **(B) THE SECRETARY MAY BRING AN ACTION FOR INJUNCTIVE RELIEF**
15 **AND DAMAGES AGAINST A PERSON WHO VIOLATES SUBSECTION (A)(1) OR (3) OF**
16 **THIS SECTION.**

17 **(C) A PERSON WHO VIOLATES ANY PROVISION OF THIS SECTION IS**
18 **GUILTY OF A MISDEMEANOR AND ON CONVICTION IS SUBJECT TO A FINE NOT**
19 **EXCEEDING \$1,000 OR IMPRISONMENT NOT EXCEEDING 90 DAYS OR BOTH.**

20 **3-1113.**

21 **THIS SUBTITLE MAY NOT BE CONSTRUED TO MODIFY OR AFFECT ANY**
22 **FEDERAL OR STATE LAW PROHIBITING DISCRIMINATION ON THE BASIS OF**
23 **RACE, RELIGION, COLOR, NATIONAL ORIGIN, SEX, AGE, OR DISABILITY.**

24 **3-1114.**

25 **(A) THIS SUBTITLE MAY NOT BE CONSTRUED TO DIMINISH THE**
26 **OBLIGATION OF AN EMPLOYER TO COMPLY WITH A COLLECTIVE BARGAINING**
27 **AGREEMENT OR AN EMPLOYMENT BENEFIT PROGRAM OR PLAN THAT PROVIDES**
28 **GREATER FAMILY OR MEDICAL LEAVE RIGHTS TO EMPLOYEES THAN THE**
29 **RIGHTS ESTABLISHED UNDER THIS SUBTITLE.**

1 **(B) THE RIGHTS ESTABLISHED FOR EMPLOYEES UNDER THIS SUBTITLE**
2 **MAY NOT BE DIMINISHED BY A COLLECTIVE BARGAINING AGREEMENT OR AN**
3 **EMPLOYMENT BENEFIT PROGRAM OR PLAN.**

4 **3-1115.**

5 **THIS SUBTITLE MAY NOT BE CONSTRUED TO DISCOURAGE EMPLOYERS**
6 **FROM ADOPTING OR RETAINING LEAVE POLICIES MORE GENEROUS THAN**
7 **POLICIES THAT COMPLY WITH THIS SUBTITLE.**

8 **3-1116.**

9 **THIS SUBTITLE SHALL BE CONSTRUED TO THE EXTENT POSSIBLE IN A**
10 **MANNER THAT IS CONSISTENT WITH ANY SIMILAR PROVISIONS OF THE FEDERAL**
11 **ACT.**

12 **SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect**
13 **October 1, 2013.**