

HOUSE BILL 1026

K3

(4lr1192)

ENROLLED BILL

— Economic Matters/Finance —

Introduced by **Delegates A. Kelly, Hucker, Barkley, Barnes, Bobo, Braveboy, Clippinger, Cullison, Frick, Glenn, Gutierrez, Haynes, Impallaria, Kramer, Love, McHale, A. Miller, Mitchell, Oaks, Olszewski, Pena-Melnyk, Pendergrass, Reznik, S. Robinson, Valderrama, Vaughn, and A. Washington**

Read and Examined by Proofreaders:

Proofreader.

Proofreader.

Sealed with the Great Seal and presented to the Governor, for his approval this

_____ day of _____ at _____ o'clock, _____ M.

Speaker.

CHAPTER _____

1 AN ACT concerning

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

4 FOR the purpose of providing certain employees a certain number of workweeks of
5 unpaid parental leave in a certain period under certain circumstances;
6 authorizing an employer to deny unpaid parental leave to an eligible employee
7 under certain circumstances; authorizing, under certain circumstances, an
8 employer to require an eligible employee, or an eligible employee to elect, to
9 substitute paid ~~vacation~~ leave for any part of or all of the period of parental
10 leave; authorizing an employer to require an eligible employee to provide
11 written notice of the eligible employee’s intention to take parental leave under

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.

Underlining indicates amendments to bill.

~~Strike out~~ indicates matter stricken from the bill by amendment or deleted from the law by amendment.

Italics indicate opposite chamber/conference committee amendments.



1 certain circumstances; requiring that an eligible employee returning to work
 2 after taking leave be restored to the position of employment held by the
 3 employee when the leave began under certain circumstances; authorizing an
 4 employer, during the period of parental leave, to terminate employment of an
 5 eligible employee only for cause; requiring an employer to maintain certain
 6 health coverage for the duration of the eligible employee's leave under certain
 7 circumstances; authorizing an employer, except under certain circumstances, to
 8 recover the premium for maintaining certain health coverage by deducting the
 9 amount of the premium from certain wages; requiring an employer to pay
 10 certain commissions to certain employees during any period of parental leave;
 11 requiring the Commissioner of Labor and Industry to adopt certain regulations;
 12 requiring the Commissioner to take certain actions regarding certain violations
 13 of certain provisions of law; authorizing the Attorney General to take a certain
 14 action under a certain provision of this Act; authorizing an employee to bring an
 15 action against an employer for certain damages under certain circumstances;
 16 prohibiting certain acts; authorizing the Commissioner to conduct, under
 17 certain circumstances, an investigation regarding whether a certain provision of
 18 law has been violated; defining certain terms; providing for the construction of
 19 this Act; and generally relating to parental leave for the birth or adoption of a
 20 child.

21 BY adding to

22 Article – Labor and Employment

23 Section 3–103(i); and 3–1201 through 3–1211 to be under the new subtitle

24 “Subtitle 12. Parental Leave Act”

25 Annotated Code of Maryland

26 (2008 Replacement Volume and 2013 Supplement)

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

29 **Article – Labor and Employment**

30 3–103.

31 **(I) THE COMMISSIONER MAY CONDUCT AN INVESTIGATION TO**
 32 **DETERMINE WHETHER SUBTITLE 12 OF THIS TITLE HAS BEEN VIOLATED ON**
 33 **RECEIPT OF A WRITTEN COMPLAINT OF AN EMPLOYEE.**

34 **SUBTITLE 12. PARENTAL LEAVE ACT.**

35 **3–1201.**

36 **(A) IN THIS SUBTITLE THE FOLLOWING WORDS HAVE THE MEANINGS**
 37 **INDICATED.**

1 ~~(B)~~ ~~“DEPARTMENT” MEANS THE DEPARTMENT OF LABOR, LICENSING,~~
2 ~~AND REGULATION.~~

3 ~~(C)~~ ~~(B)~~ (1) “ELIGIBLE EMPLOYEE” MEANS AN INDIVIDUAL WHO
4 HAS REQUESTED THAT AN EMPLOYER PROVIDE PARENTAL LEAVE AND WHO, AS
5 OF THE DATE THAT THE REQUESTED PARENTAL LEAVE BEGINS, WILL HAVE
6 BEEN EMPLOYED BY THAT EMPLOYER FOR AT LEAST:

7 (I) A 12-MONTH PERIOD; AND

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

9 (2) “ELIGIBLE EMPLOYEE” DOES NOT INCLUDE AN INDIVIDUAL:

10 (I) WHO IS EMPLOYED AT A WORK SITE AT WHICH THE
11 EMPLOYER EMPLOYS FEWER THAN 15 EMPLOYEES IF THE TOTAL NUMBER OF
12 EMPLOYEES EMPLOYED BY THAT EMPLOYER WITHIN 75 MILES OF THE WORK
13 SITE IS ALSO FEWER THAN 15; OR

14 (II) WHO IS AN INDEPENDENT CONTRACTOR.

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

19 (2) “EMPLOYER” INCLUDES:

20 (I) A PERSON WHO ACTS, DIRECTLY OR INDIRECTLY, IN THE
21 INTEREST OF AN EMPLOYER WITH RESPECT TO AN EMPLOYEE OF THE
22 EMPLOYER; AND

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

24 ~~(E)~~ ~~(D)~~ (1) “EMPLOYMENT BENEFITS” MEANS BENEFITS PROVIDED
25 OR MADE AVAILABLE TO AN EMPLOYEE BY AN EMPLOYER.

26 (2) “EMPLOYMENT BENEFITS” INCLUDES GROUP LIFE
27 INSURANCE, HEALTH INSURANCE, DISABILITY INSURANCE, SICK LEAVE,
28 ANNUAL LEAVE, EDUCATIONAL BENEFITS, AND PENSIONS.

29 ~~(F)~~ ~~(E)~~ “PARENTAL LEAVE” MEANS LEAVE DESCRIBED IN § 3-1202 OF
30 THIS SUBTITLE.

1 ~~(G) (F) "SECRETARY" MEANS THE SECRETARY OF LABOR,~~
2 ~~LICENSING, AND REGULATION.~~

3 **3-1202.**

4 **(A) AN EXCEPT AS PROVIDED IN SUBSECTION (B) OF THIS SECTION, AN**
5 **ELIGIBLE EMPLOYEE IS ENTITLED TO A TOTAL OF 6 WORKWEEKS OF UNPAID**
6 **PARENTAL LEAVE DURING ANY 12-MONTH PERIOD FOR ONE OR MORE OF THE**
7 **FOLLOWING:**

8 **(1) THE BIRTH OF A CHILD OF THE EMPLOYEE; OR**

9 **(2) THE PLACEMENT OF A CHILD WITH THE EMPLOYEE FOR**
10 **ADOPTION OR FOSTER CARE.**

11 **(B) AN EMPLOYER MAY DENY UNPAID PARENTAL LEAVE TO AN**
12 **ELIGIBLE EMPLOYEE IF:**

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

15 **(2) THE EMPLOYER NOTIFIES THE EMPLOYEE OF THE DENIAL**
16 **BEFORE THE EMPLOYEE BEGINS TAKING THE LEAVE.**

17 **(C) IF AN EMPLOYER PROVIDES PAID ~~VACATION~~ LEAVE TO AN ELIGIBLE**
18 **EMPLOYEE, THE EMPLOYER MAY REQUIRE THE ELIGIBLE EMPLOYEE, OR THE**
19 **ELIGIBLE EMPLOYEE MAY ELECT, TO SUBSTITUTE THE PAID ~~VACATION~~ LEAVE**
20 **FOR ANY PART OF OR ALL OF THE PERIOD OF PARENTAL LEAVE.**

21 **3-1203.**

22 **(A) EXCEPT AS PROVIDED IN SUBSECTION (B) OF THIS SECTION, AN**
23 **EMPLOYER MAY REQUIRE AN ELIGIBLE EMPLOYEE TO GIVE THE EMPLOYER**
24 **WRITTEN NOTICE OF THE EMPLOYEE'S INTENTION TO TAKE PARENTAL LEAVE**
25 **AT LEAST 30 DAYS BEFORE COMMENCING PARENTAL LEAVE.**

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

29 **3-1204.**

30 **(A) AN ELIGIBLE EMPLOYEE WHO RETURNS TO WORK AFTER TAKING**
31 **PARENTAL LEAVE IS ENTITLED TO BE RESTORED BY AN 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) AN EMPLOYER MAY:

7 (1) DENY RESTORATION OF THE ELIGIBLE EMPLOYEE'S POSITION
8 OF EMPLOYMENT UNDER SUBSECTION (A) OF THIS SECTION IF:

9 (I) THE DENIAL IS NECESSARY TO PREVENT SUBSTANTIAL
10 AND GRIEVOUS ECONOMIC INJURY TO THE OPERATIONS OF THE EMPLOYER;

11 (II) THE EMPLOYER NOTIFIES THE EMPLOYEE OF THE
12 INTENT OF THE EMPLOYER TO DENY RESTORATION OF THE EMPLOYEE'S
13 POSITION OF EMPLOYMENT AT THE TIME THE EMPLOYER DETERMINES THAT
14 ECONOMIC INJURY WOULD OCCUR; AND

15 (III) IN A CASE OF PARENTAL LEAVE THAT HAS ALREADY
16 BEGUN, THE EMPLOYEE ELECTS NOT TO RETURN TO EMPLOYMENT AFTER
17 RECEIVING NOTICE OF THE EMPLOYER'S INTENTION TO DENY RESTORATION OF
18 THE EMPLOYEE'S POSITION OF EMPLOYMENT; AND

19 (2) DURING THE PARENTAL LEAVE PERIOD, TERMINATE
20 EMPLOYMENT OF AN ELIGIBLE EMPLOYEE ~~USING PARENTAL LEAVE~~ ONLY FOR
21 CAUSE.

22 **3-1205.**

23 (A) ~~(1) EXCEPT AS PROVIDED IN SUBSECTION (B) OF THIS SECTION,~~
24 ~~DURING~~ DURING ANY PERIOD THAT AN ELIGIBLE EMPLOYEE TAKES PARENTAL
25 LEAVE, AN EMPLOYER SHALL MAINTAIN COVERAGE OF A GROUP HEALTH PLAN
26 FOR THE DURATION OF THE PARENTAL LEAVE AND IN THE SAME MANNER THAT
27 COVERAGE WOULD HAVE BEEN PROVIDED IF THE EMPLOYEE HAD CONTINUED
28 IN EMPLOYMENT CONTINUOUSLY FOR THE DURATION OF THE PARENTAL LEAVE.

29 ~~(B)~~ ~~(1)~~ (2) (1) AN EMPLOYER MAY RECOVER THE PREMIUM
30 THAT THE EMPLOYER PAID FOR MAINTAINING COVERAGE FOR AN ELIGIBLE
31 EMPLOYEE UNDER A GROUP HEALTH PLAN DURING THE PERIOD OF PARENTAL
32 LEAVE IF THE EMPLOYEE FAILS TO RETURN TO EMPLOYMENT WITH THE

1 EMPLOYER AFTER THE PERIOD OF PARENTAL LEAVE TO WHICH THE EMPLOYEE
2 IS ENTITLED HAS EXPIRED.

3 ~~(2)~~ (II) THIS SUBSECTION PARAGRAPH DOES NOT APPLY IN THE
4 CASE OF AN EMPLOYEE WHO FAILS TO RETURN TO WORK BECAUSE OF OTHER
5 CIRCUMSTANCES BEYOND THE CONTROL OF THE EMPLOYEE.

6 (3) AN EMPLOYER MAY RECOVER A PREMIUM UNDER PARAGRAPH
7 (2)(I) OF THIS SUBSECTION BY DEDUCTING THE AMOUNT OF THE PREMIUM
8 FROM THE WAGES PAID TO THE EMPLOYEE ON THE TERMINATION OF
9 EMPLOYMENT UNDER § 3-505 OF THIS TITLE.

10 (B) IF AN ELIGIBLE EMPLOYEE WORKS ON A COMMISSION BASIS, AN
11 EMPLOYER SHALL PAY TO THE ELIGIBLE EMPLOYEE DURING ANY PERIOD OF
12 PARENTAL LEAVE ANY COMMISSION THAT BECOMES DUE BECAUSE OF WORK
13 THE ELIGIBLE EMPLOYEE PERFORMED BEFORE TAKING PARENTAL LEAVE.

14 **3-1206.**

15 THE COMMISSIONER SHALL ADOPT REGULATIONS TO IMPLEMENT THE
16 PROVISIONS OF THIS SUBTITLE.

17 **3-1207.**

18 (A) WHENEVER THE COMMISSIONER DETERMINES THAT THIS SUBTITLE
19 HAS BEEN VIOLATED, THE COMMISSIONER SHALL:

20 (1) TRY TO RESOLVE ANY ISSUE INVOLVED IN THE VIOLATION
21 INFORMALLY BY MEDIATION; OR

22 (2) ASK THE ATTORNEY GENERAL TO BRING AN ACTION ON
23 BEHALF OF THE ~~APPLICANT OR~~ EMPLOYEE.

24 (B) THE ATTORNEY GENERAL MAY BRING AN ACTION UNDER THIS
25 SECTION IN THE COUNTY WHERE THE VIOLATION ALLEGEDLY OCCURRED FOR
26 INJUNCTIVE RELIEF, DAMAGES, OR OTHER RELIEF.

27 **3-1208.**

28 (A) IF AN EMPLOYER VIOLATES THIS SUBTITLE, AN AFFECTED
29 EMPLOYEE MAY BRING AN ACTION AGAINST THE EMPLOYER TO RECOVER
30 DAMAGES EQUAL TO THE AMOUNT OF ANY WAGES, SALARY, EMPLOYMENT
31 BENEFITS, OR OTHER COMPENSATION DENIED OR LOST ~~AND AN ADDITIONAL~~
32 ~~EQUAL AMOUNT AS LIQUIDATED DAMAGES.~~

1 (B) IF A COURT DETERMINES THAT AN EMPLOYEE IS ENTITLED TO
2 JUDGMENT IN AN ACTION UNDER THIS SECTION, THE COURT SHALL ALLOW
3 AGAINST THE EMPLOYER REASONABLE ATTORNEY'S FEES AND OTHER COSTS OF
4 THE ACTION.

5 (C) NOTWITHSTANDING ANY OTHER PROVISION OF LAW, A
6 SUPERVISORY EMPLOYEE OF AN EMPLOYER MAY NOT BE PERSONALLY LIABLE
7 FOR A VIOLATION OF THIS SUBTITLE.

8 3-1209.

9 (A) AN EMPLOYER MAY NOT:

10 (1) VIOLATE ANY PROVISION OF THIS SUBTITLE;

11 (2) HINDER, DELAY, OR OTHERWISE INTERFERE WITH THE
12 ~~SECRETARY~~ COMMISSIONER OR AN AUTHORIZED REPRESENTATIVE OF THE
13 ~~SECRETARY~~ COMMISSIONER IN THE ENFORCEMENT OF THIS SUBTITLE; OR

14 (3) DISCHARGE OR OTHERWISE DISCRIMINATE AGAINST AN
15 EMPLOYEE BECAUSE THE EMPLOYEE:

16 (I) HAS REQUESTED OR TAKEN PARENTAL LEAVE
17 AUTHORIZED UNDER THIS SUBTITLE;

18 (II) MAKES A COMPLAINT TO THE EMPLOYER, THE
19 SECRETARY, OR ANOTHER PERSON;

20 (III) BRINGS AN ACTION UNDER THIS SUBTITLE OR A
21 PROCEEDING THAT RELATES TO THE SUBJECT OF THIS SUBTITLE OR CAUSES
22 THE ACTION OR PROCEEDING TO BE BROUGHT; OR

23 (IV) HAS TESTIFIED OR WILL TESTIFY IN AN ACTION UNDER
24 THIS SUBTITLE OR A PROCEEDING THAT RELATES TO THE SUBJECT OF THIS
25 SUBTITLE.

26 (B) THE COMMISSIONER MAY BRING AN ACTION FOR INJUNCTIVE
27 RELIEF AND DAMAGES AGAINST A PERSON WHO VIOLATES SUBSECTION (A)(1)
28 OR (3) OF THIS SECTION.

29 3-1210.

1 **(A) THIS SUBTITLE MAY NOT BE CONSTRUED TO DIMINISH THE**
2 **OBLIGATION OF AN EMPLOYER TO COMPLY WITH A COLLECTIVE BARGAINING**
3 **AGREEMENT OR AN EMPLOYMENT BENEFIT PROGRAM OR PLAN THAT PROVIDES**
4 **GREATER FAMILY OR MEDICAL LEAVE RIGHTS TO EMPLOYEES THAN THE**
5 **RIGHTS ESTABLISHED UNDER THIS SUBTITLE.**

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

9 **3-1211.**

10 **THIS SUBTITLE MAY NOT BE CONSTRUED TO DISCOURAGE EMPLOYERS**
11 **FROM ADOPTING OR RETAINING LEAVE POLICIES MORE GENEROUS THAN**
12 **POLICIES THAT COMPLY WITH THIS SUBTITLE.**

13 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect
14 October 1, 2014.

Approved:

Governor.

Speaker of the House of Delegates.

President of the Senate.