

HB0001/973927/1

BY: Delegate McKay

AMENDMENTS TO HOUSE BILL 1
(First Reading File Bill)

AMENDMENT NO. 1

On page 1, in line 7, after “employer;” insert “authorizing an employer to deduct a certain portion of the amount that would be paid for certain earned sick and safe leave from the wages paid to an employee; requiring an employer, except under certain circumstances, to refund to a certain employee the amount deducted for certain earned sick and safe leave;”.

AMENDMENT NO. 2

On page 8, after line 15, insert:

“(G) (1) AN EMPLOYER MAY DEDUCT FROM THE WAGES PAID TO AN EMPLOYEE HALF THE AMOUNT THAT WOULD BE PAID FOR THE EARNED SICK AND SAFE LEAVE ACCRUED DURING THE PAY PERIOD.

(2) IF AN EMPLOYER AWARDS THE FULL AMOUNT OF EARNED SICK AND SAFE LEAVE AT THE BEGINNING OF THE YEAR UNDER SUBSECTION (D) OF THIS SECTION, THE EMPLOYER MAY DEDUCT FROM THE WAGES PAID TO THE EMPLOYEE:

(I) FOR THE FIRST PAY PERIOD IN THE YEAR HALF THE AMOUNT THAT WOULD BE PAID FOR THE FULL AMOUNT OF EARNED SICK AND SAFE LEAVE AWARDED; OR

(II) FOR EACH PAY PERIOD IN THE YEAR HALF THE AMOUNT THAT WOULD BE PAID FOR EARNED SICK AND SAFE LEAVE THAT WOULD HAVE BEEN ACCRUED BY THE EMPLOYEE DURING THE PAY PERIOD IF THE EMPLOYER

(Over)

HAD NOT AWARDED THE FULL AMOUNT OF EARNED SICK AND SAFE LEAVE AT THE BEGINNING OF THE YEAR.

(3) IF AN EMPLOYER MAKES A DEDUCTION UNDER PARAGRAPH (1) OR (2) OF THIS SUBSECTION, THE EMPLOYEE MAY USE EARNED SICK AND SAFE LEAVE FROM THE PORTION OF EARNED SICK AND SAFE LEAVE THAT WOULD BE PAID BY THE EMPLOYER UNTIL THE EARNED SICK AND SAFE LEAVE THAT WOULD BE PAID BY THE EMPLOYER IS EXHAUSTED.

(4) IF AN EMPLOYEE HAS UNUSED EARNED SICK AND SAFE LEAVE AT THE END OF THE YEAR FOR WHICH A DEDUCTION WAS MADE UNDER PARAGRAPH (1) OR (2) OF THIS SUBSECTION, THE EMPLOYER SHALL REFUND TO THE EMPLOYEE THE AMOUNT DEDUCTED FOR THE UNUSED EARNED SICK AND SAFE LEAVE UNLESS THE BALANCE OF THE EARNED SICK AND SAFE LEAVE IS CARRIED OVER TO THE FOLLOWING YEAR UNDER SUBSECTION (H)(1) OF THIS SECTION.”;

and in lines 16 and 31, strike “(G)” and “(H)”, respectively, and substitute “(H)” and “(I)”, respectively.

On page 9, in lines 4, 16, and 19, strike “(I)”, “(J)”, and “(K)”, respectively, and substitute “(J)”, “(K)”, and “(L)”, respectively.