

HOUSE BILL 779

K3, P4

8lr1361

By: **Delegates Wivell and McKay**

Introduced and read first time: February 1, 2018

Assigned to: Economic Matters

A BILL ENTITLED

1 AN ACT concerning

2 **Maryland Healthy Working Families Act – Exemption – Facility With On-Site**
3 **Health Clinic**

4 FOR the purpose of exempting from certain provisions of law governing earned sick and
5 safe leave certain employees who regularly work at facilities at which the employers
6 offer the employees access to certain on-site health clinics; and generally relating to
7 earned sick and safe leave.

8 BY repealing and reenacting, with amendments,

9 Article – Labor and Employment

10 Section 3–1303(a)

11 Annotated Code of Maryland

12 (2016 Replacement Volume and 2017 Supplement)

13 (As enacted by Chapter 1 of the Acts of the General Assembly of 2018)

14 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,

15 That the Laws of Maryland read as follows:

16 **Article – Labor and Employment**

17 3–1303.

18 (a) This subtitle does not apply to an employee who:

19 (1) regularly works less than 12 hours a week for an employer;

20 (2) (i) is employed in the construction industry; and

21 (ii) is covered by a bona fide collective bargaining agreement in
22 which the requirements of this subtitle are expressly waived in clear and unambiguous

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 terms; [or]

2 (3) (i) is called to work by the employer on an as-needed basis in a
3 health or human services industry;

4 (ii) can reject or accept the shift offered by the employer;

5 (iii) is not guaranteed to be called on to work by the employer; and

6 (iv) is not employed by a temporary staffing agency; **OR**

7 **(4) REGULARLY WORKS AT A FACILITY AT WHICH THE EMPLOYER**
8 **OFFERS THE EMPLOYEE ACCESS TO AN ON-SITE HEALTH CLINIC THAT HAS**
9 **OPERATING COSTS OF AT LEAST \$1,000,000 PER YEAR.**

10 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect
11 October 1, 2018.