

# SENATE BILL 403

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8lr1939  
CF HB 814

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By: **Senator Middleton**

Introduced and read first time: January 25, 2018

Assigned to: Finance

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Committee Report: Favorable

Senate action: Adopted

Read second time: February 16, 2018

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## CHAPTER \_\_\_\_\_

1 AN ACT concerning

2 **Workers' Compensation – Students in Unpaid Work–Based Learning**  
3 **Experiences**

4 FOR the purpose of authorizing all county boards of education, rather than only certain  
5 county boards of education, to waive the requirement that a participating employer  
6 reimburse the county for the cost of the premium for workers' compensation coverage  
7 provided to students placed in unpaid work–based learning experiences or pay a  
8 certain fee; and generally relating to workers' compensation coverage for unpaid  
9 work–based learning experiences.

10 BY repealing and reenacting, with amendments,  
11 Article – Education  
12 Section 7–114  
13 Annotated Code of Maryland  
14 (2014 Replacement Volume and 2017 Supplement)

15 BY repealing and reenacting, without amendments,  
16 Article – Labor and Employment  
17 Section 9–228(c)  
18 Annotated Code of Maryland  
19 (2016 Replacement Volume and 2017 Supplement)

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

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### 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.



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**Article – Education**

2 7–114.

3 (a) (1) In this section the following words have the meanings indicated.

4 (2) “Private noncollegiate institution” means a school or other institution  
5 that is not under the general control and supervision of a county board of education.6 (3) “Unpaid work–based learning experience” means a program that  
7 provides a student with structured employer–supervised learning that:

8 (i) Occurs in the workplace;

9 (ii) Links with classroom instruction;

10 (iii) Is coordinated by a county board or private noncollegiate  
11 institution; and12 (iv) Is conducted in accordance with the terms of an individual  
13 written work–based learning agreement between the county board of education or private  
14 noncollegiate institution placing a participating student and the employer of that  
15 participating student.16 (b) A student who has been placed with an employer in an unpaid work–based  
17 learning experience coordinated by a county board or private noncollegiate institution is a  
18 covered employee of that employer, as defined in Title 9 of the Labor and Employment  
19 Article, for the purposes of coverage under the State workers’ compensation laws.20 (c) (1) The participating employer where a student is placed in an unpaid  
21 work–based learning experience under this section shall secure workers’ compensation  
22 coverage for that student.23 (2) The participating employer may satisfy its obligation to secure workers’  
24 compensation coverage under this subsection if the county board or private noncollegiate  
25 institution that places the student in the unpaid work–based learning experience chooses  
26 to secure workers’ compensation coverage for that student.27 (d) (1) The county board or private noncollegiate institution that places a  
28 student with an employer in an unpaid work–based learning experience under this section  
29 may secure workers’ compensation coverage for that student.30 (2) Subject to subsection (e) of this section, if a county board or private  
31 noncollegiate institution chooses to secure workers’ compensation coverage under this  
32 subsection, the participating employer shall reimburse the county board or private  
33 noncollegiate institution in an amount equal to the lesser of:

1 (i) The cost of the premium for the workers' compensation insurance  
2 coverage; or

3 (ii) A fee of \$250.

4 (e) [The Allegany County Board, the Cecil County Board, and the Howard County  
5 Board] A COUNTY BOARD may waive the requirement for reimbursement under  
6 subsection (d)(2) of this section.

7 **Article – Labor and Employment**

8 9–228.

9 (c) (1) A student is a covered employee when the student has been placed with  
10 an employer in an unpaid work–based learning experience coordinated by a county board  
11 or private noncollegiate institution under § 7–114 of the Education Article.

12 (2) For purposes of this title, the employer for whom the student works in  
13 the unpaid work–based learning experience is the employer of that student.

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

Approved:

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Governor.

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President of the Senate.

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Speaker of the House of Delegates.