

HOUSE BILL 1284

C4, K3

9lr0927
CF SB 705

By: **Delegate Luedtke**

Introduced and read first time: February 8, 2019

Assigned to: Health and Government Operations and Economic Matters

Committee Report: Favorable with amendments

House action: Adopted

Read second time: March 13, 2019

CHAPTER _____

1 AN ACT concerning

2 **Organ Donation – Prohibition on Discrimination by Insurer and Unpaid Leave**

3 FOR the purpose of prohibiting certain insurers, based solely on the status of an applicant
4 or individual as an organ donor, from taking certain actions relating to certain
5 insurance policies; prohibiting certain insurers from prohibiting an applicant or
6 individual from donating an organ as a condition of insurance; providing that, with
7 respect to all other medical conditions, a certain applicant or individual is subject to
8 certain standards as an applicant or individual who is not an organ donor; providing
9 that certain employees are entitled to a certain number of business days of unpaid
10 organ donation leave in a certain period; requiring an eligible employee to provide
11 certain written physician verification to the employer to receive organ donation
12 leave; prohibiting organ donation leave from being taken concurrently with any leave
13 taken under the federal Family and Medical Leave Act; prohibiting an employer from
14 considering any period of organ donation leave to be a break in the eligible employee's
15 continuous service for certain purposes; requiring, except under certain
16 circumstances, that an eligible employee returning to work after taking organ
17 donation leave be restored to a certain position of employment; requiring an
18 employer to maintain in a certain manner certain health coverage for the duration
19 of the eligible employee's organ donation leave; requiring an employer to pay certain
20 commissions to certain employees during any period of organ donation leave;
21 requiring the Commissioner of Labor and Industry to adopt certain regulations;
22 requiring the Commissioner to take certain actions regarding certain violations of
23 certain provisions of law; authorizing the Attorney General to bring a certain action;
24 prohibiting an employer from committing certain acts; authorizing the
25 Commissioner to conduct, under certain circumstances, an investigation regarding

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.



1 whether a certain provision of law has been violated; providing for the construction
 2 of certain provisions of this Act; prohibiting certain rights for employees from being
 3 diminished by a collective bargaining agreement or an employment benefit program
 4 or plan; providing for a delayed effective date for certain provisions of this Act;
 5 providing for the application of certain provisions of this Act; and generally relating
 6 to organ donation.

7 BY adding to

8 Article – Insurance

9 Section 27–501(s)

10 Annotated Code of Maryland

11 (2017 Replacement Volume and 2018 Supplement)

12 BY adding to

13 Article – Labor and Employment

14 Section 3–103(l); and 3–1401 through 3–1409 to be under the new subtitle “Subtitle
 15 14. Organ Donation Leave”

16 Annotated Code of Maryland

17 (2016 Replacement Volume and 2018 Supplement)

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

19 That the Laws of Maryland read as follows:

20 **Article – Insurance**

21 27–501.

22 **(S) (1) THIS SUBSECTION APPLIES ONLY TO LIFE INSURANCE,**
 23 **DISABILITY INSURANCE, OR LONG–TERM CARE INSURANCE.**

24 **(2) AN INSURER MAY NOT, BASED SOLELY ON THE STATUS OF AN**
 25 **APPLICANT OR INDIVIDUAL AS AN ORGAN DONOR:**

26 **(I) CANCEL, REFUSE TO UNDERWRITE OR RENEW, OR REFUSE**
 27 **TO ISSUE AN INSURANCE POLICY;**

28 **(II) REFUSE TO PAY A CLAIM, CANCEL, OR OTHERWISE**
 29 **TERMINATE AN INSURANCE POLICY;**

30 **(III) INCREASE PREMIUM RATES FOR AN INSURANCE POLICY; OR**

31 **(IV) ADD A SURCHARGE, APPLY A RATING FACTOR, OR USE ANY**
 32 **OTHER UNDERWRITING PRACTICE THAT ADVERSELY TAKES THE INFORMATION**
 33 **INTO ACCOUNT.**

1 (A) SUBJECT TO SUBSECTION (B) OF THIS SECTION, AN ELIGIBLE
2 EMPLOYEE IS ENTITLED TO THE FOLLOWING UNPAID ORGAN DONATION LEAVE:

3 (1) UP TO 60 BUSINESS DAYS IN ANY 12-MONTH PERIOD TO SERVE AS
4 AN ORGAN DONOR; AND

5 (2) UP TO 30 BUSINESS DAYS IN ANY 12-MONTH PERIOD TO SERVE AS
6 A BONE MARROW DONOR.

7 (B) TO RECEIVE ORGAN DONATION LEAVE, THE ELIGIBLE EMPLOYEE SHALL
8 PROVIDE WRITTEN PHYSICIAN VERIFICATION TO THE EMPLOYER THAT:

9 (1) THE ELIGIBLE EMPLOYEE IS AN ORGAN DONOR OR A BONE
10 MARROW DONOR; AND

11 (2) THERE IS A MEDICAL NECESSITY FOR THE DONATION OF THE
12 ORGAN OR BONE MARROW.

13 (C) ORGAN DONATION LEAVE MAY NOT BE TAKEN CONCURRENTLY WITH
14 ANY LEAVE TAKEN UNDER THE FEDERAL FAMILY AND MEDICAL LEAVE ACT.

15 3-1403.

16 (A) AN EMPLOYER MAY NOT CONSIDER ANY PERIOD OF TIME DURING
17 WHICH AN ELIGIBLE EMPLOYEE TAKES ORGAN DONATION LEAVE TO BE A BREAK IN
18 THE ELIGIBLE EMPLOYEE'S CONTINUOUS SERVICE FOR THE PURPOSE OF THE
19 ELIGIBLE EMPLOYEE'S RIGHT TO SALARY ADJUSTMENTS, SICK LEAVE, VACATION,
20 PAID TIME OFF, ANNUAL LEAVE, OR SENIORITY.

21 (B) AN ELIGIBLE EMPLOYEE WHO RETURNS TO WORK AFTER TAKING
22 ORGAN DONATION LEAVE IS ENTITLED TO BE RESTORED BY AN EMPLOYER:

23 (1) TO THE POSITION OF EMPLOYMENT HELD BY THE ELIGIBLE
24 EMPLOYEE WHEN THE ORGAN DONATION LEAVE BEGAN; OR

25 (2) TO AN EQUIVALENT POSITION WITH EQUIVALENT EMPLOYMENT
26 BENEFITS, PAY, AND OTHER TERMS AND CONDITIONS OF EMPLOYMENT.

27 (C) AN EMPLOYER MAY DENY RESTORATION OF THE ELIGIBLE EMPLOYEE'S
28 POSITION OF EMPLOYMENT UNDER SUBSECTION (B) OF THIS SECTION BECAUSE OF
29 CONDITIONS UNRELATED TO THE EXERCISE OF RIGHTS ESTABLISHED UNDER THIS
30 SUBTITLE.

31 3-1404.

1 (A) DURING ANY PERIOD THAT AN ELIGIBLE EMPLOYEE TAKES ORGAN
2 DONATION LEAVE, AN EMPLOYER SHALL MAINTAIN COVERAGE OF A GROUP HEALTH
3 PLAN FOR THE DURATION OF THE ORGAN DONATION LEAVE AND IN THE SAME
4 MANNER THAT COVERAGE WOULD HAVE BEEN PROVIDED IF THE ELIGIBLE
5 EMPLOYEE HAD CONTINUED IN EMPLOYMENT CONTINUOUSLY FOR THE DURATION
6 OF THE ORGAN DONATION LEAVE.

7 (B) IF AN ELIGIBLE EMPLOYEE WORKS ON A COMMISSION BASIS, AN
8 EMPLOYER SHALL PAY TO THE ELIGIBLE EMPLOYEE DURING ANY PERIOD OF ORGAN
9 DONATION LEAVE ANY COMMISSION THAT BECOMES DUE BECAUSE OF WORK THE
10 ELIGIBLE EMPLOYEE PERFORMED BEFORE TAKING ORGAN DONATION LEAVE.

11 **3-1405.**

12 THE COMMISSIONER SHALL ADOPT REGULATIONS TO IMPLEMENT THE
13 PROVISIONS OF THIS SUBTITLE.

14 **3-1406.**

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

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

19 (2) ASK THE ATTORNEY GENERAL TO BRING AN ACTION ON BEHALF
20 OF THE ELIGIBLE EMPLOYEE.

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

24 **3-1407.**

25 (A) AN EMPLOYER MAY NOT:

26 (1) VIOLATE ANY PROVISION OF THIS SUBTITLE;

27 (2) HINDER, DELAY, OR OTHERWISE INTERFERE WITH THE
28 COMMISSIONER OR AN AUTHORIZED REPRESENTATIVE OF THE COMMISSIONER IN
29 THE ENFORCEMENT OF THIS SUBTITLE; OR

1 **(3) DISCHARGE OR OTHERWISE DISCRIMINATE AGAINST AN**
2 **EMPLOYEE BECAUSE THE EMPLOYEE HAS:**

3 **(I) REQUESTED OR TAKEN ORGAN DONATION LEAVE**
4 **AUTHORIZED UNDER THIS SUBTITLE;**

5 **(II) MADE A COMPLAINT TO THE EMPLOYER, THE**
6 **COMMISSIONER, OR ANOTHER PERSON; OR**

7 **(III) TESTIFIED OR WILL TESTIFY IN AN ACTION UNDER THIS**
8 **SUBTITLE OR A PROCEEDING THAT RELATES TO THE SUBJECT OF THIS SUBTITLE.**

9 **(B) THE COMMISSIONER MAY BRING AN ACTION FOR INJUNCTIVE RELIEF**
10 **AND DAMAGES AGAINST A PERSON WHO VIOLATES SUBSECTION (A)(1) OR (3) OF**
11 **THIS SECTION.**

12 **3-1408.**

13 **(A) THIS SUBTITLE MAY NOT BE CONSTRUED TO DIMINISH THE OBLIGATION**
14 **OF AN EMPLOYER TO COMPLY WITH A COLLECTIVE BARGAINING AGREEMENT OR AN**
15 **EMPLOYMENT BENEFIT PROGRAM OR PLAN THAT PROVIDES GREATER ORGAN**
16 **DONATION LEAVE RIGHTS TO EMPLOYEES THAN THE RIGHTS ESTABLISHED UNDER**
17 **THIS SUBTITLE.**

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

21 **3-1409.**

22 **THIS SUBTITLE MAY NOT BE CONSTRUED TO DISCOURAGE EMPLOYERS FROM**
23 **ADOPTING OR RETAINING LEAVE POLICIES MORE GENEROUS THAN POLICIES THAT**
24 **COMPLY WITH THIS SUBTITLE.**

25 SECTION 3. AND BE IT FURTHER ENACTED, That Section 1 of this Act shall take
26 effect January 1, 2020, and shall apply to all life insurance, disability insurance, and
27 long-term care insurance policies issued, delivered, or renewed in the State on or after
28 January 1, 2020.

29 SECTION 4. AND BE IT FURTHER ENACTED, That, except as provided in Section
30 3 of this Act, this Act shall take effect October 1, 2019.