

Chapter 355

(House Bill 880)

AN ACT concerning

Maryland Healthy Working Families Act – Family Member – Definition

FOR the purpose of altering the definition of “family member” for purposes of the Maryland Healthy Working Families Act to include a legal ward of an employee, a legal ward of an employee’s spouse, or a legal guardian of an employee’s spouse; and generally relating to the Healthy Working Families Act.

BY repealing and reenacting, without amendments,
Article – Labor and Employment
Section 3–1301(a)
Annotated Code of Maryland
(2016 Replacement Volume and 2019 Supplement)

BY repealing and reenacting, with amendments,
Article – Labor and Employment
Section 3–1301(g)
Annotated Code of Maryland
(2016 Replacement Volume and 2019 Supplement)

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

Article – Labor and Employment

3–1301.

(a) In this subtitle the following words have the meanings indicated.

(g) “Family member” means:

(1) a biological child, an adopted child, a foster child, or a stepchild of the employee;

(2) a child for whom the employee has legal or physical custody or guardianship;

(3) a child for whom the employee stands in loco parentis, regardless of the child’s age;

(4) a biological parent, an adoptive parent, a foster parent, or a stepparent of the employee or of the employee’s spouse;

- (5) the legal guardian **OR WARD** of the employee **OR OF THE EMPLOYEE’S SPOUSE**;
- (6) an individual who acted as a parent or stood in loco parentis to the employee or the employee’s spouse when the employee or the employee’s spouse was a minor;
- (7) the spouse of the employee;
- (8) a biological grandparent, an adopted grandparent, a foster grandparent, or a stepgrandparent of the employee;
- (9) a biological grandchild, an adopted grandchild, a foster grandchild, or a stepgrandchild of the employee; or
- (10) a biological sibling, an adopted sibling, a foster sibling, or a stepsibling of the employee.

SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect October 1, 2020.

Enacted under Article II, § 17(c) of the Maryland Constitution, May 8, 2020.