

SENATE BILL 384

J3, K3

11r2015
CF HB 652

By: **Senator Kelley**

Introduced and read first time: January 15, 2021

Assigned to: Finance

Committee Report: Favorable with amendments

Senate action: Adopted

Read second time: February 14, 2021

CHAPTER _____

1 AN ACT concerning

2 **Health Facilities – Residential Service Agencies – ~~Compliance With State Labor~~**
3 **~~Laws~~ Guidance and Reporting**

4 FOR the purpose of requiring the Office of the Attorney General, in consultation with the
5 Maryland Department of Health and the Maryland Department of Labor, to produce
6 a guidance document concerning the application of certain laws to certain personal
7 care aides; providing for the content and structure of the guidance report; requiring
8 a residential agency to certify certain information through the signature of a certain
9 individual to the Maryland Department of Health as a condition of obtaining ~~or~~
10 ~~renewing a~~ an initial license to operate as a residential service agency and with
11 certain frequency thereafter; requiring the Secretary of Health to provide a certain
12 document to each licensed residential service agency on a certain basis; requiring a
13 certain residential service agency to report certain information to the Maryland
14 Department of Health; defining a certain term; and generally relating to residential
15 service agencies and compliance with State labor laws.

16 BY repealing and reenacting, with amendments,
17 Article – Health – General
18 Section 19–4A–01
19 Annotated Code of Maryland
20 (2019 Replacement Volume and 2020 Supplement)

21 BY adding to
22 Article – Health – General
23 Section 19–4A–11

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 Annotated Code of Maryland
2 (2019 Replacement Volume and 2020 Supplement)

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

5 **Article – Health – General**

6 19–4A–01.

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

8 (b) “Home health care” includes any of the following services:

9 (1) Audiology and speech pathology;

10 (2) Dietary and nutritional services;

11 (3) Drug services;

12 (4) Home health aide;

13 (5) Laboratory;

14 (6) Medical social services;

15 (7) Nursing;

16 (8) Occupational therapy;

17 (9) Physical therapy;

18 (10) Provision of invasive medical equipment; and

19 (11) Home medical equipment services.

20 (c) “Home medical equipment services” means the delivery, installation,
21 maintenance, or replacement of, or instruction in the use of, medical equipment used by a
22 sick or disabled individual to allow the individual to be maintained in a noninstitutional
23 environment.

24 (d) “Medical equipment” means technologically sophisticated medical devices
25 including:

26 (1) Oxygen and oxygen delivery systems;

27 (2) Ventilators;

- 1 (3) Respiratory disease management devices;
- 2 (4) Electronic and computer driven wheelchairs and seating systems;
- 3 (5) Apnea monitors;
- 4 (6) Transcutaneous electrical nerve stimulator (T.E.N.S.) units;
- 5 (7) Low air loss cutaneous pressure management devices;
- 6 (8) Sequential compression devices;
- 7 (9) Neonatal home phototherapy devices;
- 8 (10) Feeding pumps; and
- 9 (11) Other similar equipment as defined in regulations established by the
10 Secretary.

11 (e) **“PERSONAL CARE AIDE” MEANS AN INDIVIDUAL WHO PROVIDES**
12 **PERSONAL CARE AS DEFINED IN § 19–301 OF THIS TITLE.**

13 (F) (1) “Residential service agency” means any person that is engaged in a
14 nongovernmental business of employing or contracting with individuals to provide home
15 health care for compensation to an unrelated sick or disabled individual in the residence of
16 that individual.

17 (2) “Residential service agency” includes any agency that employs or
18 contracts with individuals directly for hire as home health care providers.

19 (3) “Residential service agency” does not include:

20 (i) A home health agency that is licensed under the provisions of
21 Subtitle 4 of this title;

22 (ii) A person required to be licensed as a home health agency under
23 the provisions of Subtitle 4 of this title;

24 (iii) A home-based hospice care program that is licensed under the
25 provisions of Subtitle 9 of this title;

26 (iv) A hospital that is licensed under the provisions of Subtitle 3 of
27 this title;

28 (v) A related institution that is licensed under the provisions of
29 Subtitle 3 of this title;

1 (vi) Personal care providers under the Medical Assistance Personal
2 Care Program;

3 (vii) Any person practicing a health occupation that the person is
4 authorized to practice under the Health Occupations Article;

5 (viii) A nursing referral service agency that is licensed under Subtitle
6 4B of this title;

7 (ix) A group of persons licensed under the same title of the Health
8 Occupations Article practicing as a business; or

9 (x) Residential rehabilitation services providers approved under
10 regulations adopted by the State mental health authority.

11 **19-4A-11.**

12 (A) (1) ON OR BEFORE DECEMBER 30, 2021, THE OFFICE OF THE
13 ATTORNEY GENERAL, IN CONSULTATION WITH THE DEPARTMENT AND THE
14 MARYLAND DEPARTMENT OF LABOR, SHALL PRODUCE A GUIDANCE DOCUMENT
15 CONCERNING THE APPLICATION OF EMPLOYEE PROTECTION LAWS IN THE LABOR
16 AND EMPLOYMENT ARTICLE, TO THE EMPLOYMENT OF PERSONAL CARE AIDES
17 EMPLOYED BY RESIDENTIAL SERVICE AGENCIES.

18 (2) THE GUIDANCE DOCUMENT REQUIRED UNDER PARAGRAPH (1) OF
19 THIS SUBSECTION SHALL:

20 (I) DESCRIBE WITH SPECIFIC REFERENCE TO THE
21 RESIDENTIAL SERVICE CARE INDUSTRY:

22 1. RELEVANT DEFINITIONS OF “EMPLOY”, “EMPLOYEE”,
23 “EMPLOYER”, AND “INDEPENDENT CONTRACTOR”;

24 2. THE CONCEPT OF INDEPENDENT CONTRACTOR
25 MISCLASSIFICATION AND THE POTENTIAL FOR LEGAL LIABILITY INCLUDING
26 MONETARY DAMAGES FOR EMPLOYEES; AND

27 3. STEPS A RESIDENTIAL SERVICE AGENCY MAY TAKE TO
28 ENSURE COMPLIANCE WITH THE LABOR AND EMPLOYMENT ARTICLE;

29 (II) BE THREE PAGES OR FEWER AND, TO THE EXTENT
30 FEASIBLE, WRITTEN IN PLAIN LANGUAGE; AND

31 (III) BE REVISED AND UPDATED ON AN ANNUAL BASIS.

1 (B) (1) AS A CONDITION OF OBTAINING ~~OR RENEWING~~ A AN INITIAL
2 LICENSE FROM THE DEPARTMENT TO OPERATE AS A RESIDENTIAL SERVICE AGENCY
3 AND EVERY 3 YEARS THEREAFTER, A RESIDENTIAL SERVICE AGENCY SHALL
4 CERTIFY TO THE DEPARTMENT, THROUGH THE SIGNATURE OF AN INDIVIDUAL WITH
5 AUTHORITY OVER THE RESIDENTIAL SERVICE AGENCY’S PAY OR EMPLOYMENT
6 PRACTICES, THAT:

7 (I) THE INDIVIDUAL HAS READ AND UNDERSTOOD THE
8 GUIDANCE DOCUMENT PRODUCED UNDER SUBSECTION (A) OF THIS SECTION; AND

9 (II) THE RESIDENTIAL SERVICE AGENCY WILL COMPLY WITH
10 THE RELEVANT REQUIREMENTS OF THE LABOR AND EMPLOYMENT ARTICLE.

11 (2) ON AN ANNUAL BASIS, THE SECRETARY SHALL PROVIDE THE
12 MOST CURRENT VERSION OF THE GUIDANCE DOCUMENT TO EACH LICENSED
13 RESIDENTIAL SERVICE AGENCY.

14 (C) EACH RESIDENTIAL SERVICE AGENCY RECEIVING MEDICAID
15 REIMBURSEMENT FOR THE PROVISION OF HOME CARE OR SIMILAR SERVICES BY A
16 PERSONAL CARE AIDE SHALL REPORT TO THE DEPARTMENT THE FOLLOWING:

17 (1) WHETHER THE RESIDENTIAL SERVICE AGENCY HAS CLASSIFIED
18 THE PERSONAL CARE AIDE AS AN EMPLOYEE OR AS AN INDEPENDENT CONTRACTOR;
19 AND

20 (2) THE HOURLY PAY RATE OF THE PERSONAL CARE AIDE.

21 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect
22 October 1, 2021.

Approved:

Governor.

President of the Senate.

Speaker of the House of Delegates.