

# SENATE BILL 653

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By: **Senator Klausmeier**

Introduced and read first time: January 29, 2021

Assigned to: Finance

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## A BILL ENTITLED

1 AN ACT concerning

2 **Labor and Employment – Healthy Working Families Act – Application**

3 FOR the purpose of repealing the exemption from the application of the Healthy Working  
4 Families Act for certain construction industry employees who are covered by a  
5 certain collective bargaining agreement; making a conforming change; and generally  
6 relating to the application of the Healthy Working Families Act.

7 BY repealing and reenacting, with amendments,  
8 Article – Labor and Employment  
9 Section 3–1303  
10 Annotated Code of Maryland  
11 (2016 Replacement Volume and 2020 Supplement)

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

14 **Article – Labor and Employment**

15 3–1303.

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

17 (1) regularly works less than 12 hours a week for an employer; **OR**

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

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

22 (3)] (i) is called to work by the employer on an as-needed basis in a

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EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 health or human services industry;

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

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

4 (iv) is not employed by a temporary staffing agency.

5 [(b) For the purpose of subsection (a)(2)(i) of this section, an employee who is  
6 employed in the construction industry does not include an employee employed as:

7 (1) a janitor;

8 (2) a building cleaner;

9 (3) a building security officer;

10 (4) a concierge;

11 (5) a doorman;

12 (6) a handyperson; or

13 (7) a building superintendent.]

14 [(c) (B) (1) Except as provided in paragraph (2) of this subsection, if a unit  
15 of State or local government's sick leave accrual and use requirements meet or exceed the  
16 sick and safe leave provided for under this subtitle, employees of the unit of State or local  
17 government who are part of the unit's personnel system are subject to the unit's laws,  
18 regulations, policies, and procedures providing for:

19 (i) accrual and use of sick leave;

20 (ii) grievances; and

21 (iii) disciplinary actions.

22 (2) Employees of a unit of State government that are entitled to sick and  
23 safe leave under this subtitle and who are not covered by the unit's sick leave and accrual  
24 and use requirements are subject to § 3-1308 of this subtitle.

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