A BILL ENTITLED

AN ACT concerning

Income Tax – Subtraction Modification – Employee-Owned Businesses

FOR the purpose of allowing a subtraction modification under the State income tax for income from a qualified transfer of stock or membership interest of a Maryland corporation or limited liability company to certain employee ownership entities; limiting the amount of the subtraction to a certain amount if the transfer is to a direct share ownership plan; and generally relating to a Maryland income tax subtraction modification for income from qualified transfers of ownership interests.

BY repealing and reenacting, without amendments,

Article – Tax – General
Section 10–207(a) and 10–307(a)
Annotated Code of Maryland
(2016 Replacement Volume and 2021 Supplement)

BY adding to

Article – Tax – General
Section 10–207(mm)
Annotated Code of Maryland
(2016 Replacement Volume and 2021 Supplement)

BY repealing and reenacting, with amendments,

Article – Tax – General
Section 10–307(g)
Annotated Code of Maryland
(2016 Replacement Volume and 2021 Supplement)

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

That the Laws of Maryland read as follows:

Article – Tax – General

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.
[Brackets] indicate matter deleted from existing law.
(a) To the extent included in federal adjusted gross income, the amounts under this section are subtracted from the federal adjusted gross income of a resident to determine Maryland adjusted gross income.

(MM) (1) IN THIS SUBSECTION THE FOLLOWING WORDS HAVE THE MEANINGS INDICATED.

(ii) “Direct share ownership plan” means an arrangement in which a portion of the highest class of voting stock or voting membership interest of a corporation or limited liability company is held directly by all tenured employees.

(iii) 1. “Employee ownership trust” means:

A. A trust, including a foreign trust, that holds the highest class of voting stock or voting membership interest of a corporation or limited liability company;

B. A trust with the exclusive purpose of creating employee ownership by obtaining and holding stock or membership interest of an employer and promoting the financial and nonfinancial interests of all tenured employees; or

C. A trust that distributes or allocates principal and income proportionally to all tenured employees on the basis of hours worked, salary, or seniority, or to one or more charitable organizations.

2. “Employee ownership trust” includes a noncharitable purpose trust authorized under § 14.5–408 of the Estates and Trusts Article and a perpetual trust.

(iv) “Employee stock ownership plan” has the meaning stated in § 4975(e)(7) of the Internal Revenue Code.

(v) “Employer” includes two or more persons treated as a single employer under § 414(b), (c), (m), or (o) of the Internal Revenue Code.

(vi) “Qualified transfer” means the transfer of any amount of stock or membership interest of a corporation or limited
LIABILITY COMPANY TO AN EMPLOYEE STOCK OWNERSHIP PLAN, AN EMPLOYEE
OWNERSHIP TRUST, OR A DIRECT SHARE OWNERSHIP PLAN, IF:

1. THE STOCK OR MEMBERSHIP INTEREST HAS VOTING
   POWER EQUAL TO OR IN EXCESS OF THAT OF THE CLASS OF STOCK OR MEMBERSHIP
   INTEREST OF THE EMPLOYER HAVING THE GREATEST VOTING POWER;

2. THE STOCK OR MEMBERSHIP INTEREST HAS
   DIVIDEND RIGHTS EQUAL TO OR IN EXCESS OF THAT OF THE CLASS OF STOCK OR
   MEMBERSHIP INTEREST OF THE EMPLOYER HAVING THE GREATEST DIVIDEND
   RIGHTS; AND

3. IN THE CASE OF A TRANSFER TO A DIRECT SHARE
   OWNERSHIP PLAN, THE LARGEST AMOUNT OF STOCK OR MEMBERSHIP INTEREST
   TRANSFERRED TO ANY EMPLOYEE DOES NOT EXCEED 10 TIMES THE SMALLEST
   AMOUNT OF STOCK OR MEMBERSHIP INTEREST TRANSFERRED TO ANY TENURED
   EMPLOYEE.

(VII) "TENURED EMPLOYEE" MEANS AN EMPLOYEE OR
INDEPENDENT CONTRACTOR WHO HAS PROVIDED:

1. AT LEAST 1,000 HOURS OF SERVICES TO THE
   EMPLOYER WITHIN THE PRECEDING 12 MONTHS; OR

2. THE NUMBER OF HOURS ESTABLISHED IN THE TERMS
   OF AN EMPLOYEE STOCK OWNERSHIP PLAN, AN EMPLOYEE OWNERSHIP TRUST, OR
   A DIRECT SHARE OWNERSHIP PLAN IF THE EMPLOYEE STOCK OWNERSHIP PLAN,
   EMPLOYEE OWNERSHIP TRUST, OR DIRECT SHARE OWNERSHIP PLAN ESTABLISHES
   A NUMBER OF HOURS OF SERVICE THAT IS LESS THAN THE NUMBER REQUIRED
   UNDER ITEM 1 OF THIS SUBPARAGRAPH.

(2) Subject to paragraph (3) of this subsection, the
subtraction under subsection (a) of this section includes any income
from a qualified transfer of the stock or membership interest of a
Maryland corporation or limited liability company.

(3) If the qualified transfer is to a direct share ownership
plan, the subtraction is limited to the lowest amount of stock or
membership interest transferred to any tenured employee during the
taxable year multiplied by the number of all tenured employees.

(a) To the extent included in federal taxable income, the amounts under this
section are subtracted from the federal taxable income of a corporation to determine Maryland modified income.

(g) The subtraction under subsection (a) of this section includes the amounts allowed to be subtracted for an individual under:

(1) § 10–207(i) of this title (Profits on sale or exchange of State or local bonds);

(2) § 10–207(k) of this title (Relocation and assistance payments);

(3) § 10–207(m) of this title (State or local income tax refunds);

(4) § 10–207(c–1) of this title (State tax–exempt interest from mutual funds);

(5) [§ 10–207(hh)] § 10–207(II) of this title (Gain on the transfer of property within the Laurel Park site or Pimlico site or Bowie Race Course Training Center property and income recognized as result of governmental expenditures); [or]

(6) § 10–207(jj) of this title (Coronavirus relief payments); OR

(7) § 10–207(MM) OF THIS TITLE (INCOME FROM THE TRANSFER OF AN ENTITY TO CERTAIN EMPLOYEE OWNERSHIP ENTITIES).

SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect July 1, 2022, and shall be applicable to all taxable years beginning after December 31, 2021.