

# HOUSE BILL 1245

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By: **Delegates Harrison, Boaf, Jackson, Pruski, Queen, and Turner**

Introduced and read first time: February 15, 2023

Assigned to: Rules and Executive Nominations

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## A BILL ENTITLED

1 AN ACT concerning

2 **Healthy Working Families Act – Railroad Employees – Unpaid Leave**

3 FOR the purpose of requiring a railroad employer to provide a railroad employee with  
4 unpaid earned sick and safe leave under the Healthy Working Families Act; and  
5 generally relating to the Healthy Working Families Act and railroad employees.

6 BY repealing and reenacting, with amendments,  
7 Article – Labor and Employment  
8 Section 3–1304(a)(1)  
9 Annotated Code of Maryland  
10 (2016 Replacement Volume and 2022 Supplement)

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

13 **Article – Labor and Employment**

14 3–1304.

15 (a) (1) (i) Subject to subparagraph (iii) of this paragraph, an employer that  
16 employs 15 or more employees shall provide an employee with earned sick and safe leave  
17 that is paid at the same wage rate as the employee normally earns.

18 (ii) An employer that employs 14 or fewer employees shall at least  
19 provide an employee with unpaid earned sick and safe leave.

20 (iii) An employer may not be required to pay a tipped employee more  
21 than the applicable minimum wage for earned sick and safe leave.

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EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1                                   **(IV) A RAILROAD EMPLOYER SHALL PROVIDE A RAILROAD**  
2 **EMPLOYEE WITH UNPAID EARNED SICK AND SAFE LEAVE.**

3                   SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect  
4 October 1, 2023.