

# HOUSE BILL 37

P5

6lr1164

(PRE-FILED)

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By: **Delegate Schindler**

Requested: October 10, 2025

Introduced and read first time: January 14, 2026

Assigned to: Government, Labor, and Elections

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## A BILL ENTITLED

1 AN ACT concerning

2 **General Assembly – Employment and Leave Protection for Members**

3 FOR the purpose of prohibiting an employer from depriving of employment or taking  
4 certain other actions against an employee who is a member of the General Assembly  
5 and who loses employment time to performing responsibilities as a member of the  
6 General Assembly; and generally relating to employment and leave protection for  
7 members of the General Assembly.

8 BY repealing and reenacting, with amendments,  
9 Article – State Government  
10 Section 2–105  
11 Annotated Code of Maryland  
12 (2021 Replacement Volume and 2025 Supplement)

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

15 **Article – State Government**

16 2–105.

17 **(A) (1) IN THIS SUBSECTION, “RESPONSIBILITIES AS A MEMBER OF THE**  
18 **GENERAL ASSEMBLY” DOES NOT INCLUDE CAMPAIGNING ON BEHALF OF THE**  
19 **MEMBER OR ANOTHER CANDIDATE FOR ELECTED OFFICE.**

20 **(2) THIS SUBSECTION APPLIES REGARDLESS OF WHETHER THE**  
21 **GENERAL ASSEMBLY IS IN SESSION.**

22 **(3) AN EMPLOYER MAY NOT:**

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EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



(I) DEPRIVE AN EMPLOYEE WHO IS A MEMBER OF THE GENERAL ASSEMBLY OF EMPLOYMENT OR COERCE, INTIMIDATE, OR THREATEN TO DISCHARGE AN INDIVIDUAL BECAUSE THE INDIVIDUAL:

1. LOSES EMPLOYMENT TIME TO PERFORMING RESPONSIBILITIES AS A MEMBER OF THE GENERAL ASSEMBLY; OR

2. EXERCISES A RIGHT TO REFRAIN FROM WORK UNDER ITEM (II) OF THIS PARAGRAPH;

(II) REQUIRE AN INDIVIDUAL WHO SPENT AT LEAST 4 HOURS, INCLUDING TRAVELING TIME, TO PERFORM RESPONSIBILITIES AS A MEMBER OF THE GENERAL ASSEMBLY TO WORK AN EMPLOYMENT SHIFT THAT BEGINS:

1. ON OR AFTER 5 P.M. ON THE DAY OF THE INDIVIDUAL'S RESPONSIBILITIES AS A MEMBER; OR

2. BEFORE 3 A.M. ON THE DAY FOLLOWING THE INDIVIDUAL'S RESPONSIBILITIES AS A MEMBER; OR

(III) REQUIRE AN EMPLOYEE WHO IS A MEMBER OF THE GENERAL ASSEMBLY TO USE THE EMPLOYEE'S ANNUAL, SICK, OR VACATION LEAVE TO PERFORM RESPONSIBILITIES AS A MEMBER.

(4) AN EMPLOYER WHO VIOLATES THIS SUBSECTION IS SUBJECT TO A FINE NOT EXCEEDING \$1,000.

(B) While the General Assembly is in session, IN ADDITION TO THE REQUIREMENTS OF SUBSECTION (A) OF THIS SECTION, each member or employee of the General Assembly who also is employed by the State or any of its political subdivisions:

(1) is entitled automatically to a leave of absence from the other employment; and

(2) except for a right to a salary or wages, may not be deprived of or otherwise have impaired any incident of the employment, including tenure, seniority, annual or sick leave, promotional rights, or rights to salary increments.

SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect October 1, 2026.