

Department of Legislative Services
Maryland General Assembly
2026 Session

FISCAL AND POLICY NOTE
First Reader

House Bill 37 (Delegate Schindler)
Government, Labor, and Elections

General Assembly - Employment and Leave Protection for Members

This bill prohibits an employer from (1) depriving an employee who is a member of the General Assembly of employment or coerce, intimidate, or threaten to discharge an individual because the individual loses employment time to performing responsibilities as a member of the General Assembly, or exercises a right to refrain from work, as specified; (2) requiring an individual who spent at least 4 hours, including travel time, to perform responsibilities as a member of the General Assembly to work specified early morning or nighttime employment shifts; or (3) requiring 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. "Responsibilities as a member of the General Assembly" does not include campaigning on behalf of a member or another candidate for elected office. The prohibition applies regardless of whether the General Assembly is in session. An employer who violates the bill's provisions is subject to a fine not exceeding \$1,000.

Fiscal Summary

State Effect: Any increase in general or special fund expenditures is expected to be minimal and absorbable within existing resources. Potential minimal increase in general fund revenues due to the bill's penalty provision for cases heard in the District Court. No effect on expenditures.

Local Effect: Any increase in local governmental expenditures is expected to be minimal and absorbable within existing resources. Potential minimal increase in revenues due to the bill's penalty provision for cases heard in the circuit courts. No effect on expenditures.

Small Business Effect: Minimal.

Analysis

Current Law: While the General Assembly is in session, 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.

Additional Comment: The Department of Budget and Management advises that as of February 2026, there are six employees in the State Personnel Management System who are also members of the General Assembly.

Additional Information

Recent Prior Introductions: Similar legislation has not been introduced within the last three years.

Designated Cross File: None.

Information Source(s): Maryland Municipal League; Judiciary (Administrative Office of the Courts); Department of Budget and Management; Maryland Department of Labor; Department of Legislative Services

Fiscal Note History: First Reader - February 6, 2026
jg/mcr

Analysis by: Thomas S. Elder

Direct Inquiries to:
(410) 946-5510
(301) 970-5510