

**SB 109\_MFN\_FAV\_Morrow Leave\_.pdf**

Uploaded by: Beth Morrow

Position: FAV



**Testimony Concerning SB 109  
“State Employees -Parental Bereavement Leave”  
Submitted to the Senate Finance Committee  
February 1, 2024**

**Position: Support**

Maryland Family Network (MFN) strongly supports SB 109, which would entitle State employees to parental bereavement leave after the death of a child or after a stillbirth.

MFN has worked since 1945 to improve the availability and quality of child care and other supports for children and their families. We have been active in state and federal debates on policies that address the needs of working families and are strongly committed to ensuring that they have the supports they need to care for their children while meeting the demands of their jobs.

Comptroller Lierman’s *State of the Economy Report* notes Maryland has experienced more women leaving the workforce, compared with women leaving the workforce nationally. And that the decline in the State’s labor participation rate was most prominent among men and women between the ages of 25 and 44 years old. Policies that support families help the State attract and retain women of childbearing age.

This compassionate policy shift-- with minimal impact on the State’s budget, would support those coping with the loss of a child. Of particular concern to MFN are those who experience the loss of an infant during the postpartum period. Families need time to attend to the physical and mental health of a new mother after birth. Handling postpartum depression, coupled with grieving the loss of an infant, requires time.

We support the Sponsors’ intent to amend the bill to grant a State employee who experiences the loss of a newborn within the first six months of life the full parental leave benefit to which they would have been entitled had the baby lived. This compassionate interpretation of the law would enable employees to begin to cope with the physical toll of birth and the emotional impact of loss.

MFN respectfully urges favorable consideration of SB 109.



# **SB 109 - Parental Bereavement Leave.pdf**

Uploaded by: Denise Riley

Position: FAV



A Union of Professionals  
**AFT-Maryland**

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Kenya Campbell  
PRESIDENT

LaBrina Hopkins  
SECRETARY-TREASURER

**Written Testimony Submitted to the Maryland Senate Finance Committee  
SB 109 - State Employees - Parental Bereavement Leave  
February 1, 2024**

**SUPPORT**

Good afternoon Chair Beidle and members of the Finance Committee. AFT-MD strongly supports SB 109 - Parental Bereavement Leave for State Employees. The introduction of this legislation is a significant step towards acknowledging and addressing the unique challenges faced by State employees during times of personal tragedy and loss.

Parental Bereavement Leave, as defined in the legislation, is a crucial provision that recognizes the emotional toll of losing a child or experiencing a stillbirth. It establishes a compassionate framework that allows State employees the necessary time to grieve and cope with their loss without the added stress of financial concerns.

The legislation's application to all employees, including temporary employees, underscores the commitment of the legislation to support employees during these difficult times. This financial assistance ensures that individuals can focus on their emotional well-being without the additional burden of financial strain.

The specific allowance of up to 10 days of Parental Bereavement Leave within 60 days after the death of an employee's child or a stillbirth is a reasonable and considerate timeframe. This acknowledges the immediate need for support while providing flexibility for employees to navigate their grieving process.

In conclusion, I urge the committee to support and pass SB 109, recognizing the importance of acknowledging the profound impact of parental bereavement on the lives of State employees. This compassionate and inclusive approach aligns with the values of empathy, fairness, and support for the well-being of our state workforce. Thank you.



**SB109 Reider FAV.pdf**

Uploaded by: Lauren Reider

Position: FAV

**Testimony Concerning SB 109**  
**“State Employees -Parental Bereavement Leave”**  
**Submitted to the Senate Finance Committee**  
**February 1, 2024**

**Position: Favorable**

Good Afternoon,

I'm Lauren Reider. I'm testifying personally, however I work for the Department of Social Services under the purview of the Maryland Department of Human Services. I graduated with my MSW from UMB in 2014 and have worked for DSS for the last 9.5 years. I supervise 7 staff members who go into families homes following a CPS investigation to ensure permanency & wellbeing for children while assessing their safety in their home environment.

Just over a year ago, I gave birth to my son Noah who was immediately taken to the PCICU at Hopkins where he lived for 20 days, receiving two surgical procedures. I can count on one hand how many times I was allowed to hold my baby, one of them being the 2 hours leading up to his death. The minute this heart stopped beating was the minute I no longer qualified for the 8.5 weeks of parental leave I had been approved for.

Despite the fact that I had given birth just like all other mothers, the only leave I qualified for was 3 days of bereavement leave. Why is a grieving mother expected to return to work after 3 days while a mother whose baby lives is allowed up to 12 weeks of paid leave?

Sure, I could've used my sick leave, but I wasn't sick - I was grieving - and what would I have done when I got sick? It would have been irresponsible for me to return to the job I do for DSS in the devastated state I was in only after 3 days. Noah's funeral wasn't even planned after 3 days. Take a minute to really think about that. I think you all know what the right answer is and what needs to happen next. Lead the charge and make this change.

Lauren Reider, LCSW-C, CGP  
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Lareider89@gmail.com

# **MD Rise - SB109 - Parental Bereavement Leave - FAV**

Uploaded by: Lisa Klengenmaier

Position: FAV





**Testimony in Support of Senate Bill 109  
State Employees – Parental Bereavement Leave**

**Senate Finance Committee  
February 1, 2024**

**Maryland Rise supports SB 109**, which allows state employees to use up to ten days of bereavement leave if they experience the death of a child or if the employee experiences a stillbirth. The leave would be separate from all other forms of leave that the employee has access to, and the employer cannot require the employee to use other forms of paid leave in lieu of parental bereavement leave.

**A parent losing a child is a profoundly traumatic event, and state employees who experience this type of unimaginable loss should have access to paid time off to grieve and process.** SB 109 allows parents two full weeks of paid leave, time that is vitally important for planning funeral events, getting in touch with family members, putting affairs in order, and starting their own grieving process. While no amount of leave would ever be truly healing, a parental bereavement program provides a small but important way for Maryland to lessen the burden on state employees experiencing a traumatic loss.

**Paid leave polices – like bereavement leave – provide time for employees to care for themselves while they are experiencing life events that interfere with their ability to be fully engaged at work.** Allowing time for state employees to mourn and process deep loss is not only good policy for employees, but also for employers. If state employees have access to parental bereavement leave, they can return to their civil servant positions with more focus and presence than they would without time off. As one of the lead organizations who advocated for the passage of the now Time to Care law, we know every Marylander deserves time to care for themselves and their loved ones, and increasing access to bereavement leave is an important investment the state of Maryland should make in its employees.

**Maryland Rise appreciates your consideration and urges the committee to issue a favorable report on SB 109.**

Submitted by: Lisa Klingenmaier, Executive Director

*Maryland Rise works to promote economic opportunity for all Marylanders.*

**D942A8C5-D912-47B9-A051-2E4695498734.pdf**

Uploaded by: Senator Gile

Position: FAV



SB0109/543428/1

AMENDMENTS  
PREPARED  
BY THE  
DEPT. OF LEGISLATIVE  
SERVICES

30 JAN 24  
13:25:27

BY: Senator Gile  
(To be offered in the Finance Committee)

AMENDMENT TO SENATE BILL 109  
(First Reading File Bill)

On page 2, in line 5, after “IS” insert “AT LEAST 6 MONTHS OLD AND”; in the same line, strike “**21**” and substitute “27”; after line 5, insert:

**“(3) “INFANT” MEANS AN ADOPTED, BIOLOGICAL, OR FOSTER CHILD, A STEPCHILD, OR A LEGAL WARD, WHO IS UNDER THE AGE OF 6 MONTHS.”;**

in lines 6 and 10, strike “**(3)**” and “**(4)**”, respectively, and substitute “**(4)**” and “**(5)**”, respectively; in line 17, after “TO” insert “:

**(1)**”;

in line 20, after “SYSTEM” insert “;AND

**(2) ALL EMPLOYEES OF A PUBLIC INSTITUTION OF HIGHER EDUCATION, AS DEFINED IN § 2-308 OF THIS ARTICLE**”;

in line 23, strike “**(2)**” and substitute “**(3)**”; strike beginning with the colon in line 25 down through “**(1)**” in line 26; strike beginning with the semicolon in line 26 down through “STILLBIRTH” in line 27; and after line 27, insert:

**“(2) SUBJECT TO PARAGRAPH (3) OF THIS SUBSECTION, AN EMPLOYEE MAY USE UP TO 60 DAYS OF PARENTAL BEREAVEMENT LEAVE WITHIN 60 DAYS AFTER:**

**(1) THE EMPLOYEE EXPERIENCES A STILLBIRTH; OR**

**(II) THE DEATH OF THE EMPLOYEE'S INFANT.**

On page 3, in lines 1 and 4, strike “**(2)**” and “**(3)**”, respectively, and substitute “**(3)**” and “**(4)**”, respectively; in line 5, strike “**PARAGRAPH**” and substitute “**PARAGRAPHS**”; and in the same line, after “**(1)**” insert “**AND (2)**”.

**DG Written Testimony\_SB0109.pdf**

Uploaded by: Senator Gile

Position: FAV

DAWN D. GILE  
Legislative District 33  
Anne Arundel County

Finance Committee

Chair

Anne Arundel County  
Senate Delegation



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THE SENATE OF MARYLAND  
ANNAPOLIS, MARYLAND 21401

**Testimony in Support of SB0109 - State Employees - Parental Bereavement Leave**

Madame Chair, Madame Vice Chair, and Fellow Members of the Senate Finance Committee:

SB0109, as introduced, would entitle any State employee to use up to 10 days of paid parental bereavement leave within 60 days after the death of the employee's child, who is younger than age 21, or after the employee experiences a stillbirth.

**Background**

As a mother, I cannot begin to fathom the grief that parents experience when losing a child. In such a tragic event, adequate time is needed for self-care before one can begin give the attention that's needed to do one's job on behalf of the people of Maryland.

*Existing Law*

Currently, state employees who lose a child are entitled to use five of their accrued days sick leave or may take up to three days of bereavement leave.

**Solution**

I have submitted a friendly sponsor amendment in response to feedback that we have received from stakeholders. SB0109 as amended would:

- Entitle state employees and employees of a public institution of higher education to up to 60 days of parental bereavement leave if the employee experiences a stillbirth or a death of an infant under the age of six months.
- Entitle state employees and employees of a public institution of higher education to up to ten days of parental bereavement leave if the employee experiences the death of a child of at least six months of age through age 27.

Passing this bill isn't just the right thing to do from a compassionate perspective, it's the right policy for our state as we work to rebuild state government.

Per the Fiscal Note, SB0109 would not have a state fiscal impact.

For these reasons, I respectfully request a favorable report on SB0109.

# **SB 109 - FinalReprint.pdf**

Uploaded by: Senator Gile

Position: FAV

UNOFFICIAL COPY OF SENATE BILL 109

P4

SENATE BILL 109

(PRE-FILED)

4lr0901  
CF HB 52

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By: **Senator Gile**

Requested: October 9, 2023

Introduced and read first time: January 10, 2024

Assigned to: Finance

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A BILL ENTITLED

1 AN ACT concerning

2 **State Employees - Parental Bereavement Leave**

3 FOR the purpose of providing that certain State employees are entitled to a certain amount  
4 of parental bereavement leave with pay under certain circumstances; prohibiting  
5 certain State entities from requiring certain State employees to use certain paid  
6 leave under certain circumstances; and generally relating to parental bereavement  
7 leave for State employees.

8 BY repealing and reenacting, without amendments,  
9 Article - State Personnel and Pensions  
10 Section 9-1101  
11 Annotated Code of Maryland  
12 (2015 Replacement Volume and 2023 Supplement)

13 BY adding to  
14 Article - State Personnel and Pensions  
15 Section 9-1109  
16 Annotated Code of Maryland  
17 (2015 Replacement Volume and 2023 Supplement)

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

20 **Article - State Personnel and Pensions**

21 9-1101.

22 Except as otherwise provided in this subtitle, this subtitle applies to all employees  
23 in the State Personnel Management System, except temporary employees.



2 UNOFFICIAL COPY OF SENATE BILL 109

1 9-1109.

2 (A) (1) IN THIS SECTION THE FOLLOWING WORDS HAVE THE MEANINGS  
3 INDICATED.

4 (2) "CHILD" MEANS AN ADOPTED, BIOLOGICAL, OR FOSTER CHILD, A  
5 STEPCHILD, OR A LEGAL WARD, WHO IS AT LEAST 6 MONTHS OLD AND UNDER THE AGE OF ~~21~~  
27 YEARS.

(3) "INFANT" MEANS AN ADOPTED, BIOLOGICAL, OR FOSTER CHILD, A  
STEPCHILD, OR A LEGAL WARD, WHO IS UNDER THE AGE OF 6 MONTHS.

6 ~~(3)~~ (4) "PARENTAL BEREAVEMENT LEAVE" MEANS LEAVE AN EMPLOYEE  
7 IS ALLOWED TO USE:

- 8 (I) ON THE DEATH OF THE EMPLOYEE'S CHILD; OR
- 9 (II) WHEN THE EMPLOYEE EXPERIENCES A STILLBIRTH.

10 ~~(4)~~ (5) "STILLBIRTH" MEANS THE DEATH OF A FETUS AFTER A  
11 GESTATION PERIOD OF 20 WEEKS OR MORE FOR AN EMPLOYEE:

- 12 (I) WHO WAS PREGNANT WITH THE FETUS;
- 13 (II) WHO IS THE SPOUSE OR DOMESTIC PARTNER OF AN  
14 INDIVIDUAL WHO WAS PREGNANT WITH THE FETUS; OR
- 15 (III) WHO INTENDED TO ASSUME PARENTAL RESPONSIBILITIES  
16 FOR THE FETUS IF THE FETUS HAD BEEN BORN ALIVE.

17 (B) THIS SECTION APPLIES TO :

(1) ALL EMPLOYEES, INCLUDING TEMPORARY  
18 EMPLOYEES, IN THE EXECUTIVE, JUDICIAL, AND LEGISLATIVE BRANCHES OF  
19 STATE GOVERNMENT, INCLUDING ANY UNIT WITH AN INDEPENDENT PERSONNEL  
20 SYSTEM ;AND

(2) ALL EMPLOYEES OF A PUBLIC INSTITUTION OF HIGHER EDUCATION,  
AS DEFINED IN § 2-308 OF THIS ARTICLE.

21 (C) AN EMPLOYEE SUBJECT TO THIS SECTION IS ENTITLED TO PARENTAL  
22 BEREAVEMENT LEAVE WITH PAY.

23 (D) (1) SUBJECT TO PARAGRAPH ~~(2)~~ (3) OF THIS SUBSECTION, AN EMPLOYEE  
24 MAY USE UP TO 10 DAYS OF PARENTAL BEREAVEMENT LEAVE WITHIN 60 DAYS  
25 AFTER:

- 26 ~~(I)~~ THE DEATH OF THE EMPLOYEE'S CHILD; ~~OR~~
- 27 ~~(II)~~ ~~THE EMPLOYEE EXPERIENCES A STILLBIRTH.~~

(2) SUBJECT TO PARAGRAPH (3) OF THIS SUBSECTION, AN EMPLOYEE  
MAY USE UP TO 60 DAYS OF PARENTAL BEREAVEMENT LEAVE WITHIN 60 DAYS  
AFTER:

- (I) THE EMPLOYEE EXPERIENCES A STILLBIRTH; OR
- (II) THE DEATH OF THE EMPLOYEE'S INFANT.

3

UNOFFICIAL COPY OF SENATE BILL 109

1       ~~(3)~~ **(3)** AN EMPLOYEE MAY USE PARENTAL BEREAVEMENT LEAVE ONLY  
2 AFTER NOTIFYING THE EMPLOYEE'S APPOINTING AUTHORITY OF THE EMPLOYEE'S  
3 INTENTION TO USE PARENTAL BEREAVEMENT LEAVE.

4       ~~(4)~~ **(4)** AN EMPLOYEE'S APPOINTING AUTHORITY MAY NOT REQUIRE AN  
5 EMPLOYEE ENTITLED TO PARENTAL BEREAVEMENT LEAVE UNDER ~~PARAGRAPH~~ PARAGRAPHS(1) AND  
6 (2)  
7 OF THIS SUBSECTION TO USE ANY OTHER PAID LEAVE AVAILABLE TO THE  
8 EMPLOYEE.

8       **(E)** THE SECRETARY SHALL ADOPT REGULATIONS GOVERNING PARENTAL  
9 BEREAVEMENT LEAVE.

10       SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect  
11 October 1, 2024.

**SB 109\_AFSCME3\_FWA.pdf**

Uploaded by: Denise Gilmore

Position: FWA



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Patrick Moran – President

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**SB 109 - State Employees - Parental Bereavement Leave  
Finance Committee  
February 1, 2024**

**FAVORABLE WITH AMENDMENTS**

AFSCME Council 3 supports SB 109. This legislation provides for 10 days of paid leave for state employees who experience the loss of a child. To access this leave, state employees must:

- Experience the death of a child under the age of 21; or
- Experience a stillbirth themselves or with their partner or surrogate.

State employees are limited to using this leave within 60 days after they experience the death of their child or a stillbirth, and they do not have to exhaust other types of paid leave first.

We commend the sponsor bringing forward this important legislation. SB 109 standardizes a leave benefit that should be accessible to all state employees. We have had members experience the tragedy of stillbirth after being assaulted in the performance of their job duties for the state. In one case, a state hospital worker was assaulted by a patient while she was pregnant. She was ordered to go on bed rest by her Doctor causing her to exhaust her sick leave. Sadly, the fetus did not survive, and she was forced to get a cesarean to deliver the stillborn. Her only option in recovery and grieve was to utilize unpaid FMLA leave which she could not afford. While the leave established under SB 109, still would not have been enough in this situation – the policy of allowing for the employee to grieve in this situation without loss of leave or pay would have gone a long way. Providing for paid parental bereavement leave is the right things to do.

**Amendments**

We respectfully request 2 amendments:

1. As written, SB 109 does not include employees of our higher education institutions.

We request the following amendment to correct this:

***On pg. 2, lines 19-20 add: “employees of a public institution of higher education or community college that is established or operates under the Education Article.”***

2. To maintain consistency for our members we request the following amendment:

***On pg. 2, line 5: replace “under the age of 21 years” with “26 years or younger.”***

SB 109 is good and compassionate legislation, that if passed, will help employees during the worst times in their life. Please provide a favorable recommendation with these amendments.

