

HOUSE BILL 880

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By: **Delegates Kerr, Acevero, Carr, Charles, Cullison, Feldmark, Fraser-Hidalgo, Guyton, Johnson, Kelly, Love, Moon, Palakovich Carr, Shetty, Stewart, Terrasa, Valderrama, K. Young, and P. Young**

Introduced and read first time: February 3, 2020

Assigned to: Economic Matters

Committee Report: Favorable

House action: Adopted

Read second time: March 3, 2020

CHAPTER _____

1 AN ACT concerning

2 **Maryland Healthy Working Families Act – Family Member – Definition**

3 FOR the purpose of altering the definition of “family member” for purposes of the Maryland
4 Healthy Working Families Act to include a legal ward of an employee, a legal ward
5 of an employee’s spouse, or a legal guardian of an employee’s spouse; and generally
6 relating to the Healthy Working Families Act.

7 BY repealing and reenacting, without amendments,
8 Article – Labor and Employment
9 Section 3–1301(a)
10 Annotated Code of Maryland
11 (2016 Replacement Volume and 2019 Supplement)

12 BY repealing and reenacting, with amendments,
13 Article – Labor and Employment
14 Section 3–1301(g)
15 Annotated Code of Maryland
16 (2016 Replacement Volume and 2019 Supplement)

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

19 **Article – Labor and Employment**

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.

Underlining indicates amendments to bill.

~~Strike out~~ indicates matter stricken from the bill by amendment or deleted from the law by amendment.



1 3-1301.

2 (a) In this subtitle the following words have the meanings indicated.

3 (g) "Family member" means:

4 (1) a biological child, an adopted child, a foster child, or a stepchild of the
5 employee;

6 (2) a child for whom the employee has legal or physical custody or
7 guardianship;

8 (3) a child for whom the employee stands in loco parentis, regardless of the
9 child's age;

10 (4) a biological parent, an adoptive parent, a foster parent, or a stepparent
11 of the employee or of the employee's spouse;

12 (5) the legal guardian **OR WARD** of the employee **OR OF THE EMPLOYEE'S**
13 **SPOUSE**;

14 (6) an individual who acted as a parent or stood in loco parentis to the
15 employee or the employee's spouse when the employee or the employee's spouse was a
16 minor;

17 (7) the spouse of the employee;

18 (8) a biological grandparent, an adopted grandparent, a foster
19 grandparent, or a stepgrandparent of the employee;

20 (9) a biological grandchild, an adopted grandchild, a foster grandchild, or a
21 stepgrandchild of the employee; or

22 (10) a biological sibling, an adopted sibling, a foster sibling, or a stepsibling
23 of the employee.

24 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect
25 October 1, 2020.