

HOUSE BILL 104

K3
HB 1245/23 – HRU

(PRE-FILED)

4lr0418

By: **Delegate Harrison**

Requested: August 2, 2023

Introduced and read first time: January 10, 2024

Assigned to: Economic Matters

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 2023 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.

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, 2024.