

SECTION 3. AND BE IT FURTHER ENACTED, That the Laws of Maryland read as follows:

Article 95A - Unemployment Insurance Law

24.

(A) IN THIS SECTION, THE FOLLOWING TERMS HAVE THE MEANINGS INDICATED:

(1) "AFFECTED UNIT" MEANS A SPECIFIED PLANT, DEPARTMENT, SHIFT, OR OTHER DEFINABLE UNIT OF AN EMPLOYER OF NOT LESS THAN 2 EMPLOYEES TO WHICH AN APPROVED WORK SHARING PLAN APPLIES.

(2) "AFFECTED EMPLOYEE" MEANS AN INDIVIDUAL CONTINUOUSLY ON THE PAYROLL OF THE AFFECTED UNIT FOR THE 3 MONTHS IMMEDIATELY PRECEDING THE SUBMISSION BY THE EMPLOYER OF THE WORK SHARING PLAN.

(3) "APPROVED WORK SHARING PLAN" MEANS AN EMPLOYER'S WORK SHARING PLAN WHICH MEETS THE REQUIREMENTS OF SUBSECTION (B) OF THIS SECTION AND WHICH IS APPROVED BY THE SECRETARY.

(4) "EMPLOYER'S ASSOCIATION" MEANS AN ASSOCIATION WHICH IS A PARTY TO A COLLECTIVE BARGAINING AGREEMENT UNDER WHICH THE PARTIES MAY NEGOTIATE A WORK SHARING PLAN OR AN ASSOCIATION GRANTED AUTHORITY TO BECOME A PARTY IN SUCH A PLAN BY ALL MEMBERS OF THE ASSOCIATION.

(5) "FRINGE BENEFITS" INCLUDE, BUT ARE NOT LIMITED TO:

(I) HEALTH INSURANCE FOR HOSPITAL, MEDICAL, DENTAL, AND SIMILAR SERVICES;

(II) RETIREMENT BENEFITS UNDER DEFINED BENEFIT PENSION PLANS AS DEFINED IN § 3(35) OF THE FEDERAL EMPLOYEE RETIREMENT INCOME SECURITY ACT OF 1974;

(III) PAID VACATION AND HOLIDAYS;

(IV) SICK LEAVE; OR

(V) SIMILAR ADVANTAGES.

(6) "NORMAL WEEKLY HOURS OF WORK" MEANS THE NUMBER OF HOURS IN A WEEK THAT THE EMPLOYEE NORMALLY WOULD WORK FOR THE REGULAR EMPLOYER OR 40 HOURS, WHICHEVER IS LESS.

(7) "SECRETARY" MEANS THE SECRETARY OF EMPLOYMENT AND TRAINING.