

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

Article - Labor and Employment

SUBTITLE 8. SICK LEAVE.

3-801.

(A) IN THIS SUBTITLE, "EMPLOYER" MEANS A PERSON ENGAGED IN A BUSINESS, INDUSTRY, PROFESSION, TRADE, OR OTHER ENTERPRISE IN THE STATE.

(B) "EMPLOYER" INCLUDES:

(1) A UNIT OF STATE OR LOCAL GOVERNMENT THAT EMPLOYS INDIVIDUALS WHO ARE NOT SUBJECT TO THE PROVISIONS OF TITLE 9, SUBTITLE 5 OF THE STATE PERSONNEL AND PENSIONS ARTICLE; AND

(2) A PERSON WHO ACTS DIRECTLY OR INDIRECTLY IN THE INTEREST OF ANOTHER EMPLOYER WITH AN EMPLOYEE.

3-802.

(A) THIS SECTION SUBTITLE APPLIES TO AN EMPLOYER WHO PROVIDES SICK LEAVE WITH PAY TO AN EMPLOYEE FOLLOWING THE BIRTH OF THE EMPLOYEE'S CHILD.

(B) ~~SICK LEAVE WITH PAY MAY BE USED:~~

~~(1) FOR ILLNESS OR DISABILITY OF THE EMPLOYEE;~~

~~(2) FOR DEATH, ILLNESS, OR DISABILITY OF A MEMBER OF THE EMPLOYEE'S IMMEDIATE FAMILY;~~

~~(3) FOLLOWING THE BIRTH OF THE EMPLOYEE'S CHILD;~~

~~(4) WHEN A CHILD IS PLACED WITH THE EMPLOYEE FOR ADOPTION; OR~~

(5) FOR A MEDICAL APPOINTMENT OF THE EMPLOYEE OR A MEMBER OF THE EMPLOYEE'S IMMEDIATE FAMILY AN EMPLOYER WHO PROVIDES SICK LEAVE WITH PAY TO AN EMPLOYEE FOLLOWING THE BIRTH OF THE EMPLOYEE'S CHILD SHALL PROVIDE THE SAME SICK LEAVE WITH PAY TO AN EMPLOYEE WHEN A CHILD IS PLACED WITH THE EMPLOYEE FOR ADOPTION.

~~3-803.~~

~~(A) AN EMPLOYEE WHO IS RESPONSIBLE FOR THE CARE AND NURTURING OF A CHILD MAY USE, WITHOUT CERTIFICATION OF ILLNESS OR DISABILITY, UP TO 30 DAYS ACCRUED SICK LEAVE TO CARE FOR THE CHILD DURING THE PERIOD IMMEDIATELY FOLLOWING:~~

~~(1) THE BIRTH OF THE EMPLOYEE'S CHILD; OR~~

~~(2) THE PLACEMENT OF THE CHILD WITH THE EMPLOYEE FOR ADOPTION.~~