

Paid Leave Compromise Act of 2018 – Emergency Act – proposed by Governor Hogan	HB 1 and SB-230 of 2017 – Earned Sick and Safe Leave Act -Delegate Clippinger; Senator Middleton	HB 382 and SB 305 of 2017 – Common Sense Paid Leave Act – Governor Hogan’s Proposal
<p>Provides: “Paid Time Off” means paid leave away from work that may be used by an employee for ANY reason; and is provided by the employer.</p> <p>Applies as follows: 2018 – Employer with 50 or more employees; 2019 – Employer with 40 or more employees; 2020 and years after – Employer with 25 or more employees. Number of employees calculated on prior year number of employees.</p> <p>Paid leave accrues at rate of 1 hour for every 30 hours worked. Employees can earn up to 40 hours per year and carry over up to 64 hours to next yr. Employee must be employed for 120 days prior to using leave. Employer may grant total number of hours at beginning of year. If so, and employee leaves before the end of year, employer may deduct out leave paid for but not yet earned if mutually agreed in writing. Upon termination, employer does not have to pay for unused leave.</p> <p>Employer may not require disclosure of details relating to domestic violence, sexual assault, sexual contact or stalking, or details of employee’s or their family’s health information as condition for accruing or using paid time off.</p> <p>Bill provides for “Hardship Waiver” for employers if requirements of Act will create a risk that</p>	<p>Vetoed Bill provides: Employers with 15 or more employees must provide (paid) earned sick and safe leave at same wage rate as employee normally earns. Employers with 14 or fewer employees must provide unpaid leave. Calculated on number of prior year employees whether full-time, part-time, temporary or seasonal employees. Applies to employees who work 8 hours or less a week</p> <p>Employees earn Paid sick and safe leave at 1 hour for every 30 hours worked and accrue up to 56 hours a year. Leave can be used in small units. Employee must be employed 90 calendar days prior to taking this leave. Employees can hold up to 80 hours leave and carry over 56 hours to a new year, unless employer awards all 56 hours to employee at start of year. Employer not required to pay for unused leave if the employee leaves. Employee, with agreement of the employer, may work additional hours or trade shifts with another employee instead of using safe and sick leave.</p> <p>Safe and Sick leave can be used to care for and treat an employee or extended family member’s mental or physical illness, injury or condition; to obtain preventative care for self or extended family members; or absence from work due to domestic violence, sexual assault or stalking of self or extended family member for treatment, legal or other related services. Employer may require verification that leave is used appropriately.</p> <p>Preempts local governments from enacting laws to regulate leave provided by employer. Does not apply to employees in a Bona-fide collective bargaining agreement; construction industry or agricultural sector or agricultural operation.</p>	<p>Bill would provide: Employers with 50 or more employees at one location to provide paid time off (for any purpose) at the same wage rate as employee normally earns. Employers with less than 50 employees who provide employees with paid leave are eligible for a tax subtraction modification.</p> <p>Paid leave is earned at a rate of at least 1 hour for every 30 hours worked. Does not apply to employees working less than 30 hours a week, or who are employed for less than 120 days a year. Employees can accrue up to 40 hours per year. Employee may carry over up to 40 hours into the next year. Employer not required to compensate employees for unused leave if employee leaves that employer.</p> <p>“Paid Time Off” means paid leave away from work that may be used by the employee for any reason and is provided by the employer.</p> <p>Bill preempts local governments from enacting laws to regulate leave provided by employer.</p> <p>Bill does not apply to employees in a Bona-fide collective bargaining agreement; construction industry or agricultural sector or agricultural operation.</p> <p>Tax Subtraction Modification applies to first \$20,000 of non-passive income of members of “pass-through organizations” with income up to \$200,000 or married couple up to \$250,000.</p>

Dear MFRW Member,

It is vitally important that WE SPEAK UP IN UNISON. We are asking every member to contact your Maryland legislators and urge them to UPHOLD the Governor's veto of HB-1 Paid Sick and Safe Leave Act of 2017 and enact the Governor's Paid Leave Compromise Act of 2018. Please make these contacts between January 8 and 11, 2018. IF YOU WILL TAKE THIS ACTION THE MARYLAND LEGISLATURE WILL HEAR US LOUD AND CLEAR.

You can find your State Senator and Delegate at: <http://mdgaleg.maryland.gov>:

send a letter by US mail to State Senator _____ Senate of Maryland Room _____ Senate Office Building 11 Bladen Street Annapolis, MD 21401-1991	send a letter by US mail to Delegate _____ Maryland House of Delegates Room _____ 6 Bladen Street Annapolis, MD 21401-1991	Or send a message by e-mail to: First name (.) Last name @senate.state.md.us First name (.) Last name @ house.state.md.us Example: john.smith@senate.state.md.us	Telephone Call and leave a message at: 410-841-ext. 301-858-ext.
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Sample Message:

Dear _____

Please uphold Governor Hogan's Veto of HB -1 Paid Sick and Safe Leave Act of 2017, and support passage of Governor's Paid Leave Compromise Act of 2018.

HB-1 is burdensome for both employers and employees. Its terms are overly ambiguous and could lead to compliance problems.

The State will determine the specific procedures that businesses must follow or be found in violation of the law including heavy civil penalties.

For Employees HB -1 restricts conditions for which an employee may use the leave. It requires employees to reveal reasons for taking leave including health condition, sexual assault, or domestic violence to employee or family member thus invading the employee's and family's privacy.

For Employers: The bill requires extensive tracking of leave and retention of records for 3 years; and has complex calculations on number of employees. It forces very small employers (15 employees) to provide paid sick or safe leave and those of fewer than 15 employees to provide unpaid leave that will increase their costs and perhaps cause them to close their doors.

The Governor's Compromise Bill is more flexible for employees and protects their privacy – they don't have to give a reason for using the leave. The compromise bill is less complex and therefore less costly for businesses and employers to implement. If it is less costly to implement the services or products of the employer will be less expensive for citizens/customers to use—and ultimately it is the consumer who will pay the increased cost.

The compromise bill also provides a three-year phase in so that smaller business will have time to prepare to provide this paid leave and absorb its cost.