



**MSBA Bill Report 3A - Labor and
Employment Law (2024.01.30)**

January 30, 2024

(2024.01.30)

MD - HB717 [Income Tax - Credit for Employers Providing Parental Engagement Leave](#)

Last Action: Hearing 2/15 at 1:00 p.m. (January 26, 2024)

Primary Sponsor: Delegate Jeffrie E. Long, Jr. (D)

Committee: Ways and Means (House)

Scheduled Hearing:

Ways and Means (House)

Date: February 15, 2024

Time: 1:00pm (EST)

Location: House Office Building, Room 130, Annapolis, MD

Summary:

Allowing employers who provide certain parental engagement leave to certain qualified employees during the taxable year a credit against the State income tax; requiring the State Department of Education, in consultation with the Comptroller, to develop and make available a certain certification form; requiring a certain qualified employee to obtain the signatures of a certain county board member and certain school personnel under certain circumstances; and making the credit refundable under certain circumstances.

Cross-filed Bill: SB64

MD - HJ1 [Affirming the Federal Equal Rights Amendment](#)

Last Action: Text - First - Affirming the Federal Equal Rights Amendment (January 17, 2024)

Primary Sponsor: Delegate Edith J. Patterson (D)

Committee: Rules and Executive Nominations (House)

Summary:

Urging the Administration of President Joseph R. Biden to publish the federal Equal Rights Amendment as the 28th Amendment to the U.S. Constitution and for the U.S. Congress to affirm, by joint resolution, the Equal Rights Amendment as the 28th Amendment.

MD - SB590 [Human Relations - Discrimination - Protected Characteristics \(Equal Opportunity for All Marylanders Act\)](#)

Last Action: Text - First - Human Relations - Discrimination - Protected Characteristics (Equal Opportunity for All Marylanders Act) (January 26, 2024)

Primary Sponsor: Senator Clarence K. Lam (D)

Committees:

Finance (Senate)

Judicial Proceedings (Senate)

Summary:

(2024.01.30)

Altering certain provisions of law prohibiting discrimination based on certain protected characteristics to include prohibitions on discrimination based on sexual orientation, gender identity, race, religious beliefs, marital status, and disability.

Statutes Amended:

10-304,

10-305,

2-207,

3-209 Article - Criminal Law

11-102,

12-113,

12-305,

12-503,

12-603,

12-702,

12-704 Article - Commercial Law

13-219,

19-101,

19-102,

19-103,

19-114,

19-115 Article - State Finance and Procurement

14-5F-10,

19-311 Article - Health Occupations

15-112,

27-910 Article - Insurance

16-204,

16-304 Article - Land Use

16-305 Article - Housing and Community Development

18-204,

7-507 Article - Public Utilities

19-408,

19-710,

19-725 Article - Health - General

23-605,

23-806,

6-104,

7-128 Article - Education

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3-304,

3-307 Article - Labor and Employment

5-106,

8-102 Article - Courts and Judicial Proceedings

8-214 Article - Tax - Property

8-707 Article - Human Services

8A-801 Article - Real Property

MD - SB591 Education - Public Libraries - Collective Bargaining (Library Workers Empowerment Act)

Last Action: Text - First - Education - Public Libraries - Collective Bargaining (Library Workers Empowerment Act) (January 26, 2024)

Primary Sponsor: Senator Clarence K. Lam (D)

Committees:

Finance (Senate)

Education, Energy, and the Environment (Senate)

Summary:

Authorizing employees of public libraries to form, join, and participate in an employee organization and engage in certain other activities related to collective bargaining; requiring employers and certified exclusive representatives to engage in good faith bargaining; establishing a collective bargaining process for employees of public libraries; prohibiting employers and employee organizations from engaging in certain actions regarding the exercise of an employee's rights under the Act; etc.

Cross-filed Bill: HB609

Statutes Amended:

23-601 through 23-614,

23-901 through 23-913 Article - Education

MD - SJ1 Affirming the Federal Equal Rights Amendment

Last Action: Text - First - Affirming the Federal Equal Rights Amendment (January 24, 2024)

Primary Sponsor: Senator Ariana B. Kelly (D)

Committee: Judicial Proceedings (Senate)

Summary:

Urging the Administration of President Joseph R. Biden to publish the federal Equal Rights Amendment as the 28th Amendment to the U.S. Constitution and for the U.S. Congress to affirm, by joint resolution, the Equal Rights Amendment as the 28th Amendment.

Cross-filed Bill: HJ1