



MSBA Bill Report 4B - Labor and Employment Law (2024.02.09)

February 9, 2024

(2024.02.09)

MD - HB1044 State Agency Workforce Policy for the 21st Century Act

Last Action: Hearing 3/07 at 1:00 p.m. (February 9, 2024)

Primary Sponsor: Delegate Jared Solomon (D)

Committee: Appropriations (House)

Scheduled Hearing:

Appropriations (House)

Date: March 7, 2024

Time: 1:00pm (EST)

Location: House Office Building, Room 120, Annapolis, MD

Summary:

Prohibiting a unit of State government from taking certain actions related to the use of an applicant's or employee's lack of achievement of a certain level of education in employment decisions; requiring the Secretary of Budget and Management to rename the title and alter the description of certain State positions under certain circumstances, identify occupations in State government that could benefit from apprenticeship programs, and establish group sponsored apprenticeship programs; etc.

Statutes Amended:

2-203.2, 4-206,

7-201 Article - State Personnel and Pensions

MD - HB1050 Workers' Compensation - Modification of Award - Extension

Last Action: Hearing 2/28 at 1:00 p.m. (February 9, 2024)

Primary Sponsor: Delegate Andrew C. Pruski (D)

Committee: Economic Matters (House)

Scheduled Hearing:

Economic Matters (House)

Date: February 28, 2024

Time: 1:00pm (EST)

Location: House Office Building, Room 230, Annapolis, MD

Summary:

Extending, for 60 days, the period of time during which the Workers' Compensation Commission may modify an award related to a workers' compensation claim if an appeal is filed during the original 5-year period during which the Commission maintains authority to modify an appeal; and applying the Act prospectively.

Cross-filed Bill: SB919

Statutes Amended:

9-736 Article - Labor and Employment

(2024.02.09)

MD - HB1084 Employee Autoimmune Disorder Protection Act

Last Action: Hearing 3/06 at 1:00 p.m. (February 9, 2024)

Primary Sponsor: Delegate Ashanti Martinez (D)

Committee: Economic Matters (House)

Scheduled Hearing:

Economic Matters (House)

Date: March 6, 2024

Time: 1:00pm (EST)

Location: House Office Building, Room 230, Annapolis, MD

Summary:

Prohibiting an employer from requiring an employee to work on-site at the employer's workplace if the employee provides documentation from a physician or other licensed health care practitioner that the employee has been diagnosed with an autoimmune disorder or other qualifying illness and that on-site work, or travel to and from the workplace, would be unsafe for the employee and the duties of the employee may reasonably be fulfilled at the home of the employee.

Cross-filed Bill: SB1061

Statutes Amended:

3-103,

3-1801 through 3-1805 Article - Labor and Employment

MD - HB1128 Labor and Employment Workforce Development Talent Innovation Program and Fund

Last Action: Hearing 3/06 at 1:00 p.m. (February 9, 2024)

Primary Sponsor: Chair, Economic Matters Committee

Committee: Economic Matters (House)

Scheduled Hearing:

Economic Matters (House)

Date: March 6, 2024

Time: 1:00pm (EST)

Location: House Office Building, Room 230, Annapolis, MD

Summary:

Establishing the Talent Innovation Program in the Maryland Department of Labor to increase access to high-quality job training by using innovative and sustainable talent financing mechanisms to help meet skill needs in the State's prominent and emerging industry sectors; and requiring the Department, beginning on January 1, 2025 and each January 1 thereafter, to report to the Governor, the President of the Senate and Speaker of the House on Program activities and use of the Fund.

(2024.02.09)

Statutes Amended:

11-1601 through 11-1604 Article - Labor and Employment

190., 6-226 Article - State Finance and Procurement

[MD - HB1145 Workers' Compensation - Occupational Disease Presumptions - Hypertension](#)

Last Action: Hearing 2/28 at 1:00 p.m. (February 9, 2024)

Primary Sponsor: Delegate Mike Rogers (D)

Committee: Economic Matters (House)

Scheduled Hearing:

Economic Matters (House)

Date: February 28, 2024

Time: 1:00pm (EST)

Location: House Office Building, Room 230, Annapolis, MD

Summary:

Establishing that certain firefighters, fire fighting instructors, rescue squad members, advanced life support unit members, and members of the Office of the State Fire Marshal demonstrate disablement for purposes of workers' compensation and are deemed to have hypertension for purposes of an occupational disease presumption for hypertension if certain requirements are met.

Cross-filed Bill: SB844

Statutes Amended:

9-502,

9-503 Article - Labor and Employment

[MD - HB1172 Federal Public Service Loan Forgiveness Program - Employee Certification and Awareness Materials](#)

Last Action: Text - First - Federal Public Service Loan Forgiveness Program - Employee Certification and Awareness Materials (February 7, 2024)

Primary Sponsor: Delegate Lesley J. Lopez (D)

Committee: Appropriations (House)

Summary:

Establishing requirements related to the certification of employment by public service employers under the federal Public Service Loan Forgiveness Program, including requirements regarding determinations of whether employees are full-time and the frequency with which the certifications are to be provided; and requiring the Student Loan Ombudsman in the Office of the Commissioner of Financial Regulation to develop and disseminate information to increase awareness of and participation in the Program.

(2024.02.09)

Statutes Amended:

- 2-104.1 Article - Financial Institutions
- 3-101,
- 3-1801 through 3-1805 Article - Labor and Employment

[MD - HB1204 Economic Development Tax Credit Programs - Qualified Position and Qualified Employee - Definitions](#)

Last Action: Text - First - Economic Development Tax Credit Programs - Qualified Position and Qualified Employee - Definitions (February 8, 2024)

Primary Sponsor: Delegate Jessica Feldmark (D)

Committee: Ways and Means (House)

Scheduled Hearing:

Ways and Means (House)

Date: February 29, 2024

Time: 1:00pm (EST)

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

Summary:

Altering the definition of "qualified position" for purposes of eligibility for and the calculation of benefits under the One Maryland and More Jobs for Marylanders economic development programs; altering the definition of "qualified employee" for purposes of eligibility for and calculation of the credit against the income tax for certain business entities located in an enterprise zone; applying the Act to all taxable years beginning after December 31, 2023; etc.

Statutes Amended:

- 10-702,
- 6-401,
- 10-741 Article - Tax - General
- 6-403,
- 6-801,
- 6-804 Article - Economic Development

[MD - HB1226 Maryland Predictable Scheduling Act](#)

Last Action: Hearing 3/06 at 1:00 p.m. (February 9, 2024)

Primary Sponsor: Delegate Linda Foley (D)

Committee: Economic Matters (House)

Scheduled Hearing:

Economic Matters (House)

Date: March 6, 2024

(2024.02.09)

Time: 1:00pm (EST)

Location: House Office Building, Room 230, Annapolis, MD

Summary:

Establishing certain requirements on food service establishments, hospitality establishments, and retail establishments regarding work schedules for employees, including requirements related to the provision of work schedules to employees, notifications regarding changes to the schedules, and payment of wages to employees whose work schedules are changed by the employer; authorizing certain employees to request an adjustment in a work schedule before beginning a shift; etc.

Cross-filed Bill: SB994

Statutes Amended:

2-106,

3-102,

3-103,

3-1801 through 3-1812 Article - Labor and Employment

[MD - HB1255 Labor and Employment - Automated Employment Decision Tools - Prohibition](#)

Last Action: Hearing 3/06 at 1:00 p.m. (February 9, 2024)

Primary Sponsor: Delegate J. Sandy Bartlett (D)

Committee: Economic Matters (House)

Scheduled Hearing:

Economic Matters (House)

Date: March 6, 2024

Time: 1:00pm (EST)

Location: House Office Building, Room 230, Annapolis, MD

Summary:

Prohibiting, subject to a certain exception, an employer from using an automated employment decision tool to make certain employment decisions; and requiring an employer, under certain circumstances, to notify an applicant for employment of the employer's use of an automated employment decision tool within 30 days after the use; and providing certain penalties per violation for an employer that violates the notification requirement of the Act.

Cross-filed Bill: SB957

Statutes Amended:

3-718 Article - Labor and Employment

[MD - HB1422 Human Relations Protections Against Discrimination Genetic Procedures](#)

(2024.02.09)

Last Action: Text - First - Human Relations Protections Against Discrimination Genetic Procedures
(February 9, 2024)

Primary Sponsor: Delegate Steve Johnson (D)

Committee: Health and Government Operations (House)

Summary:

Prohibiting discrimination based on an individual's refusal to undergo a genetic procedure in education, public accommodations, commercial leasing, housing, and employment and by certain licensed or regulated persons.

Cross-filed Bill: SB914

Statutes Amended:

20-101,

20-1103,

20-301,

20-302,

20-304,

20-401,

20-402,

20-501,

20-601,

20-602,

20-603,

20-604,

20-606,

20-610,

20-702,

20-703,

20-705,

20-707 Article - State Government

2-302 Article - State Personnel and Pensions

[MD - SB910 Governor's Workforce Development Board - Study on Diploma and Degree Employment Discrimination](#)

Last Action: Hearing 3/13 at 1:00 p.m. (February 9, 2024)

Primary Sponsor: Senator Jim Rosapepe (D)

Committee: Finance (Senate)

Scheduled Hearing:

Finance (Senate)

(2024.02.09)

Date: March 13, 2024

Time: 1:00pm (EDT)

Location: East Miller Senate Building, Room 3, Annapolis, MD

Summary:

Requiring the Governor's Workforce Development Board, in consultation with the Maryland Department of Labor, to conduct a study on discrimination in employment opportunities in the State against individuals who do not hold a high school diploma or a degree from an institution of higher education; and requiring the Board to report its findings and recommendations on or before January 1, 2025.

MD - SB914 Human Relations - Protections Against Discrimination - Genetic Procedures

Last Action: Hearing 2/29 at 1:00 p.m. (February 7, 2024)

Primary Sponsor: Senator Mike McKay (R)

Committee: Judicial Proceedings (Senate)

Scheduled Hearing:

Judicial Proceedings (Senate)

Date: February 29, 2024

Time: 1:00pm (EST)

Location: East Miller Senate Building, Room 2, Annapolis, MD

Summary:

Prohibiting discrimination based on an individual's refusal to undergo a genetic procedure in education, public accommodations, commercial leasing, housing, and employment and by certain licensed or regulated persons.

Statutes Amended:

20-101,

20-1103,

20-301,

20-302,

20-304,

20-401,

20-402,

20-501,

20-601,

20-602,

20-603,

20-604,

20-606,
20-610,
20-702,
20-703,
20-705,
20-707 Article - State Government

2-302 Article - State Personnel and Pensions

MD - SB919 Workers' Compensation - Modification of Award - Extension

Last Action: Text - First - Workers' Compensation - Modification of Award - Extension (February 6, 2024)

Primary Sponsor: Senator Katherine Klausmeier (D)

Committee: Finance (Senate)

Scheduled Hearing:

Finance (Senate)

Date: March 5, 2024

Time: 1:00pm (EST)

Location: East Miller Senate Building, Room 3, Annapolis, MD

Summary:

Extending, for 60 days, the period of time during which the Workers' Compensation Commission may modify an award related to a workers' compensation claim if an appeal is filed during the original 5-year period during which the Commission maintains authority to modify an appeal.

Cross-filed Bill: HB1050

Statutes Amended:

9-736 Article - Labor and Employment

MD - SB957 Labor and Employment Automated Employment Decision Tools Prohibition

Last Action: Hearing 3/14 at 1:00 p.m. (February 9, 2024)

Primary Sponsor: Senator Katie Fry Hester (D)

Committee: Finance (Senate)

Scheduled Hearing:

Finance (Senate)

Date: March 14, 2024

Time: 1:00pm (EDT)

Location: East Miller Senate Building, Room 3, Annapolis, MD

(2024.02.09)

Summary:

Prohibiting, subject to a certain exception, an employer from using an automated employment decision tool to make certain employment decisions; and requiring an employer, under certain circumstances, to notify an applicant for employment of the employer's use of an automated employment decision tool within 30 days after the use; and providing certain penalties per violation for an employer that violates the notification requirement of the Act.

Cross-filed Bill: HB1255

Statutes Amended:

3-718 Article - Labor and Employment

MD - SB994 Maryland Predictable Scheduling Act

Last Action: Hearing 3/14 at 1:00 p.m. (February 9, 2024)

Primary Sponsor: Senator Joanne C. Benson (D)

Committee: Finance (Senate)

Scheduled Hearing:

Finance (Senate)

Date: March 14, 2024

Time: 1:00pm (EDT)

Location: East Miller Senate Building, Room 3, Annapolis, MD

Summary:

Establishing certain requirements on food service establishments, hospitality establishments, and retail establishments regarding work schedules for employees, including requirements related to the provision of work schedules to employees, notifications regarding changes to the schedules, and payment of wages to employees whose work schedules are changed by the employer; authorizing certain employees to request an adjustment in a work schedule before beginning a shift; etc.

Cross-filed Bill: HB1226

Statutes Amended:

2-106,

3-102,

3-103,

3-1801 through 3-1812 Article - Labor and Employment

MD - SB998 Commercial Law - Earned Wage Access Services

Last Action: Text - First - Commercial Law - Earned Wage Access Services (February 6, 2024)

Primary Sponsor: Senator Katherine Klausmeier (D)

Committee: Finance (Senate)

(2024.02.09)

Scheduled Hearing:

Finance (Senate)

Date: March 6, 2024

Time: 1:00pm (EST)

Location: East Miller Senate Building, Room 3, Annapolis, MD

Summary:

Requiring a certain provider of earned wage access services to register with the Commissioner of Financial Regulation; requiring a provider to file a certain surety bond or an irrevocable letter of credit with the Commissioner in a certain manner; regulating providers and earned wage access services; authorizing a certain consumer to submit a written complaint to the Commissioner under certain circumstances; providing the Commissioner with certain investigatory and enforcement authority; etc.

Statutes Amended:

14-4601 through 14-4611 Article - Commercial Law

MD - SB1061 Employee Autoimmune Disorder Protection Act

Last Action: Hearing 3/14 at 1:00 p.m. (February 9, 2024)

Primary Sponsor: Senator Arthur Ellis (D)

Committee: Finance (Senate)

Scheduled Hearing:

Finance (Senate)

Date: March 14, 2024

Time: 1:00pm (EDT)

Location: East Miller Senate Building, Room 3, Annapolis, MD

Summary:

Prohibiting an employer from requiring an employee to work on-site at the employer's workplace if the employee provides documentation from a physician or other licensed health care practitioner that the employee has been diagnosed with an autoimmune disorder or other qualifying illness and that on-site work, or travel to and from the workplace, would be unsafe for the employee and the duties of the employee may reasonably be fulfilled at the home of the employee.

Cross-filed Bill: HB1084

Statutes Amended:

3-103,

3-1801 through 3-1805 Article - Labor and Employment