



# **MSBA Bill Report 5A - Labor and Employment Law (2024.02.14)**

**February 14, 2024**

(2024.02.14)

**[MD - HB900 Employment Standards - Firefighters - Payment of Overtime and Payroll Information](#)**

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

Primary Sponsor: Delegate Jared Solomon (D)

Scheduled Hearing:

Appropriations (House)

**Date:** February 28, 2024

**Time:** 1:00pm (EST)

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

Summary:

Requiring governmental units that employ firefighters to compute overtime pay in a certain manner; requiring counties and municipalities to provide certain payroll information to each firefighter employed by the county or municipality; and authorizing a firefighter or the firefighter's exclusive representative to initiate a certain grievance if a county or municipality does not provide the payroll information as required.

Cross-filed Bill: SB1117

Statutes Amended:

1-207 Article - Local Government

3-420 Article - Labor and Employment

**[MD - HB1305 State Personnel - Correctional Services - Employee Pay and Benefits](#)**

Last Action: Text - First - State Personnel - Correctional Services - Employee Pay and Benefits (February 9, 2024)

Primary Sponsor: Washington County Delegation

Summary:

Requiring that employees of the Department of Public Safety and Correctional Services supporting a State correctional facility who serve in the classification of lieutenant, captain, major, or case management supervisor or manager receive proportionate pay increases that are otherwise limited to certain bargaining unit employees; and requiring that these employees of the Department receive retention and longevity benefits that are limited to other classifications if the employee would otherwise be eligible for the benefits.

Statutes Amended:

8-204 Article - State Personnel and Pensions

**[MD - HB1370 Montgomery County Public Schools - School Personnel Training - Religious Discrimination Prevention MC 22-24](#)**

Last Action: Text - First - Montgomery County Public Schools - School Personnel Training - Religious Discrimination Prevention MC 22-24 (February 9, 2024)

(2024.02.14)

Primary Sponsor: Montgomery County Delegation

Scheduled Hearing:

Ways and Means (House)

**Date:** February 26, 2024

**Time:** 11:00am (EST)

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

Summary:

Requiring Montgomery County Public Schools to require training for school personnel on the prevention of antisemitism, Islamophobia, and other forms of religious discrimination.

Statutes Amended:

4-142 Article - Education

**[MD - HB1388 Labor and Employment Noncompete and Conflict of Interest Clauses Veterinary and Health Care Professionals](#)**

Last Action: Text - First - Labor and Employment Noncompete and Conflict of Interest Clauses Veterinary and Health Care Professionals (February 9, 2024)

Primary Sponsor: Delegate Terri L. Hill (D)

Summary:

Applying to certain veterinary and health care professionals certain provisions of law stating that certain noncompete and conflict of interest provisions in certain employment contracts are null and void as being against the public policy of the State; and applying the Act retroactively.

Statutes Amended:

3-716 Article - Labor and Employment

**[MD - HB1397 Human Relations - Discrimination - Protected Characteristics](#)**

Last Action: Text - First - Human Relations - Discrimination - Protected Characteristics (February 9, 2024)

Primary Sponsor: Delegate Gary Simmons (D)

Scheduled Hearing:

Economic Matters (House)

**Date:** March 6, 2024

**Time:** 1:00pm (EST)

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

(2024.02.14)

Summary:

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.

Cross-filed Bill: SB590

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

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 - HB1402** Montgomery County State Attorney's Office Personnel Application of County Personnel Laws and Collective Bargaining MC 124

Last Action: Text - First - Montgomery County State Attorney's Office Personnel Application of County Personnel Laws and Collective Bargaining MC 124 (February 9, 2024)

Primary Sponsor: Montgomery County Delegation

Summary:

Requiring that certain employees of the Montgomery County State's Attorney's Office be subject to the Montgomery County personnel laws governing county employees; authorizing certain employees of the Office to organize and bargain collectively for terms and conditions of employment; requiring, for purposes of collective bargaining, the Montgomery County Executive and the Montgomery County State's Attorney to be considered the employer of certain employees of the Office for certain purposes; etc.

**MD - HB1425** Commercial Law - Earned Wage Access Services

Last Action: Text - First - Commercial Law - Earned Wage Access Services (February 9, 2024)

Primary Sponsor: Delegate David Fraser-Hidalgo (D)

Scheduled Hearing:

Economic Matters (House)

**Date:** March 5, 2024

**Time:** 1:00pm (EST)

**Location:** House Office Building, Room 230, 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

(2024.02.14)

certain circumstances; providing the Commissioner with certain investigatory and enforcement authority; etc.

Cross-filed Bill: SB998

Statutes Amended:

14-4601 through 14-4611 Article - Commercial Law

**MD - SB1080 State Personnel - Maryland Department of Health - Pay Rates**

Last Action: Text - First - State Personnel - Maryland Department of Health - Pay Rates (February 6, 2024)

Primary Sponsor: Senator Cory V. McCray (D)

Scheduled Hearing:

Budget and Taxation (Senate)

**Date:** February 28, 2024

**Time:** 1:00pm (EST)

**Location:** West Miller Senate Building, Room 3, Annapolis, MD

Summary:

Increasing the number of certain bargaining units for the purpose of specifying certain pay rates for certain employees of the Maryland Department of Health; and requiring that the pay rates of certain Department employees who are in certain bargaining units and who work at the Regional Institutes for Children and Adolescents be equal to certain pay rates for employees who work at Clifton T. Perkins Hospital.

Cross-filed Bill: HB983

Statutes Amended:

8-203 Article - State Personnel and Pensions

**MD - SB1106 Annual Corrective Bill**

Last Action: Text - First - Annual Corrective Bill (February 2, 2024)

Primary Sponsor: President

Summary:

Correcting certain errors or omissions in certain articles of the Annotated Code; clarifying language; correcting certain obsolete references; reorganizing certain sections of the Annotated Code; providing that this Act is not intended to affect any law other than to correct technical errors; and providing for the correction of certain errors and obsolete provisions by the publishers of the Annotated Code.

Statutes Amended:

10-1004,

5-1101 Article - Economic Development

(2024.02.14)

10-103,

11-139.3,

11A-121,

3-401,

8A-1502 Article - Real Property

10-405,

10-607,

10-906,

4-1008,

8-1103,

8-2A-02,

8-2A-04,

8-408,

8-409,

8-712.1,

8-716 Article - Natural Resources

10-902,

16-303,

18-108,

19-502,

19-706.1,

20-1302,

21-101,

21-1215,

24-2302,

24-905,

2-505,

5-301 Article - Health - General

1-204,

1-702,

1-708,

2-329,

3-801,

3-8A-01,

3-8A-17.3,

3-8A-19 Article - Courts and Judicial Proceedings

(2024.02.14)

13-1401,

4-111 Article - Criminal Law

13-903 Article - Transportation

13A-604,

3-201,

5-310 Article - Public Safety

14-12B-01 Article - Commercial Law

15-114,

18-1907,

4-201.1,

5-213,

5-223,

5-239,

5-303 Article - Education

15-302,

8-101,

8-503 Article - Health Occupations

17-101,

7-304 Article - Business Regulation

17-111,

17-202 Article - Estates and Trusts

19-106 Article - Insurance

20-206 Article - State Personnel and Pensions

2-106 Article - Tax - Property

2-1220 Article - State Government

25-204 Article - Local Government

3-101,

3-105,

3-106,

3-108,

3-109,

3-112,

3-114,

6-220 Article - Criminal Procedure

3-302 Article - State Finance and Procurement

3-413,

9-407 Article - Labor and Employment



(2024.02.14)

4-305,

9-609.1 Article - Correctional Services

4-333 Article - General Provisions

5-101,

5-201,

9-1702,

9-204,

9-2501 Article - Environment

7-207.2,

7-704.1 Article - Public Utilities

**MD - SB1117 Employment Standards - Firefighters - Payment of Overtime and Payroll Information**

Last Action: Text - First - Employment Standards - Firefighters - Payment of Overtime and Payroll Information (February 7, 2024)

Primary Sponsor: Senator Benjamin F. Kramer (D)

Summary:

Requiring governmental units that employ firefighters to compute overtime pay in a certain manner; requiring counties and municipalities to provide certain payroll information to each firefighter employed by the county or municipality; and authorizing a firefighter or the firefighter's exclusive representative to initiate a certain grievance if a county or municipality does not provide the payroll information as required.

Cross-filed Bill: HB900

Statutes Amended:

1-207 Article - Local Government

3-420 Article - Labor and Employment