

HOUSE BILL 880

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By: **Delegates Kerr, Acevero, Carr, Charles, Cullison, Feldmark, Fraser-Hidalgo, Guyton, Johnson, Kelly, Love, Moon, Palakovich Carr, Shetty, Stewart, Terrasa, Valderrama, K. Young, and P. Young**

Introduced and read first time: February 3, 2020

Assigned to: Economic Matters

A BILL ENTITLED

1 AN ACT concerning

2 **Maryland Healthy Working Families Act – Family Member – Definition**

3 FOR the purpose of altering the definition of “family member” for purposes of the Maryland
4 Healthy Working Families Act to include a legal ward of an employee, a legal ward
5 of an employee’s spouse, or a legal guardian of an employee’s spouse; and generally
6 relating to the Healthy Working Families Act.

7 BY repealing and reenacting, without amendments,

8 Article – Labor and Employment

9 Section 3–1301(a)

10 Annotated Code of Maryland

11 (2016 Replacement Volume and 2019 Supplement)

12 BY repealing and reenacting, with amendments,

13 Article – Labor and Employment

14 Section 3–1301(g)

15 Annotated Code of Maryland

16 (2016 Replacement Volume and 2019 Supplement)

17 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,

18 That the Laws of Maryland read as follows:

19 **Article – Labor and Employment**

20 3–1301.

21 (a) In this subtitle the following words have the meanings indicated.

22 (g) “Family member” means:

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



- 1 (1) a biological child, an adopted child, a foster child, or a stepchild of the
2 employee;
- 3 (2) a child for whom the employee has legal or physical custody or
4 guardianship;
- 5 (3) a child for whom the employee stands in loco parentis, regardless of the
6 child's age;
- 7 (4) a biological parent, an adoptive parent, a foster parent, or a stepparent
8 of the employee or of the employee's spouse;
- 9 (5) the legal guardian **OR WARD** of the employee **OR OF THE EMPLOYEE'S**
10 **SPOUSE**;
- 11 (6) an individual who acted as a parent or stood in loco parentis to the
12 employee or the employee's spouse when the employee or the employee's spouse was a
13 minor;
- 14 (7) the spouse of the employee;
- 15 (8) a biological grandparent, an adopted grandparent, a foster
16 grandparent, or a stepgrandparent of the employee;
- 17 (9) a biological grandchild, an adopted grandchild, a foster grandchild, or a
18 stepgrandchild of the employee; or
- 19 (10) a biological sibling, an adopted sibling, a foster sibling, or a stepsibling
20 of the employee.

21 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect
22 October 1, 2020.