# HOUSE BILL 580

By: The Speaker (By Request – Administration) and Delegates Allen, Amprey, Anderton, Bagnall, Bartlett, Bhandari, Boafo, Bouchat, Boyce, Buckel, Charkoudian, Conaway, Crutchfield, Edelson, Fennell, Foley, Forbes, Fraser-Hidalgo, Griffith, Grossman, Guyton, Guzzone, Harris, Henson, Hill, Holmes, Hornberger, Ivey, Jackson, A. Johnson, S. Johnson, D. Jones, Kaufman, Kipke, J. Long, Lopez, Love, McCaskill, Mireku-North, T. Morgan, Munoz, Palakovich Carr, Pasteur, Patterson, Phillips, Pruski, Roberson, Roberts, Rogers, Ruff, Ruth, Simmons, Simpson, Solomon, Spiegel, Taveras, Taylor, Toles, Tomlinson, Turner, Valderrama, White Holland, and Williams

Introduced and read first time: January 24, 2024 Assigned to: Appropriations

## A BILL ENTITLED

1 AN ACT concerning

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P4

### Time to Serve Act of 2024

- FOR the purpose of increasing the maximum number of days of disaster service leave for
  employees in the Executive Branch of State government; increasing the maximum
  number of days of paid leave the Secretary of Budget and Management may provide
  for uniformed services training or active uniformed services duty in a reserve unit of
  the armed forces or organized militia; and generally relating to disaster service leave
- 8 and paid leave for State employees.
- 9 BY repealing and reenacting, with amendments,
- 10 Article State Personnel and Pensions
- 11 Section 9–1102 and 9–1104
- 12 Annotated Code of Maryland
- 13 (2015 Replacement Volume and 2023 Supplement)
- 14 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,
- 15 That the Laws of Maryland read as follows:

# Article – State Personnel and Pensions

17 9–1102.

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EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW. [Brackets] indicate matter deleted from existing law.



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1 (a) This section applies to all employees, including temporary employees, of all 2 units in the Executive, Judicial, and Legislative branches of State government, including 3 any unit with an independent personnel system.

4 (b) On request, an employee subject to this section may be entitled to disaster 5 service leave with pay if:

6 (1) (i) the employee is certified by the American Red Cross as a disaster 7 service volunteer; and

8 (ii) the American Red Cross requests the services of the employee 9 during a disaster that is designated at Level II or above in the regulations and procedures 10 of the National Office of the American Red Cross; or

- 11 (2) the employee is a member of:
- 12 (i) the Civil Air Patrol;
- 13 (ii) the United States Coast Guard Auxiliary;
- 14 (iii) Maryland Voluntary Organizations Active in Disaster;
- 15 (iv) a volunteer emergency medical services department;
- 16 (v) a volunteer fire department;
- 17 (vi) a volunteer rescue company or volunteer rescue squad; or
- 18 (vii) a Community Emergency Response Team.

19 (c) (1) [An] EXCEPT AS PROVIDED IN PARAGRAPH (2) OF THIS 20 SUBSECTION, AN employee may use up to 15 days of disaster service leave in any 21 12-month period only after obtaining approval from the employee's appointing authority.

22 (2) AN EMPLOYEE IN THE EXECUTIVE BRANCH OF STATE 23 GOVERNMENT MAY USE UP TO 30 DAYS OF DISASTER SERVICE LEAVE IN ANY 24 12-MONTH PERIOD ONLY AFTER OBTAINING APPROVAL FROM THE EMPLOYEE'S 25 APPOINTING AUTHORITY.

26 (d) During a prolonged or recurrent disaster, the employee's appointing authority27 may:

(1) waive the requirements under subsections (b) and (c) of this section that
an employee must request and obtain approval before the employee may use disaster
service leave, if waiving the requirement would be in the best interest of the citizens of the
State; and

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1 (2) increase the number of days of disaster service leave under subsection 2 (c) of this section that an employee may use, if an increase would be in the best interest of 3 the citizens of the State.

4 (e) For purposes of workers' compensation and the Maryland Tort Claims Act, 5 while an employee is using disaster service leave, the employee is deemed not to be a State 6 employee.

7 9–1104.

8 (a) In this section, "uniformed services" has the meaning stated in 38 U.S.C. § 9 4303 and 20 C.F.R. § 1002.5(o).

10 (b) The Secretary may provide by regulation for leave with pay:

11 (1) for jury service;

12 (2) to attend employee organization events approved for this purpose by 13 the Secretary;

14 (3) up to [15] **30** days for uniformed services training or active uniformed 15 services duty in a reserve unit of the armed forces or in the organized militia;

16 (4) unless the employee is a party to the action or a paid witness, to appear 17 in compliance with a subpoena:

- 18 (i) in court;
- 19 (ii) before a grand jury;

20 (iii) before an administrative unit; or

21 (iv) for a deposition;

(5) for administrative leave for the purpose of immediately removing an
employee from the work site, if the employee:

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(i) poses a threat to self, another individual, or State property; or

25 (ii) is incapable of properly performing the employee's duties 26 because of extraordinary circumstances; and

27 (6) any other paid leave the Secretary deems necessary.

SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect July
 1, 2024.