

# SENATE BILL 109

P4

(PRE-FILED)

4r0901  
CF HB 52

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By: **Senator Gile**

Requested: October 9, 2023

Introduced and read first time: January 10, 2024

Assigned to: Finance

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## A BILL ENTITLED

1 AN ACT concerning

2 **State Employees – Parental Bereavement Leave**

3 FOR the purpose of providing that certain State employees are entitled to a certain amount  
4 of parental bereavement leave with pay under certain circumstances; prohibiting  
5 certain State entities from requiring certain State employees to use certain paid  
6 leave under certain circumstances; and generally relating to parental bereavement  
7 leave for State employees.

8 BY repealing and reenacting, without amendments,  
9 Article – State Personnel and Pensions  
10 Section 9–1101  
11 Annotated Code of Maryland  
12 (2015 Replacement Volume and 2023 Supplement)

13 BY adding to  
14 Article – State Personnel and Pensions  
15 Section 9–1109  
16 Annotated Code of Maryland  
17 (2015 Replacement Volume and 2023 Supplement)

18 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,  
19 That the Laws of Maryland read as follows:

20 **Article – State Personnel and Pensions**

21 9–1101.

22 Except as otherwise provided in this subtitle, this subtitle applies to all employees  
23 in the State Personnel Management System, except temporary employees.

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EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 **9-1109.**

2 (A) (1) IN THIS SECTION THE FOLLOWING WORDS HAVE THE MEANINGS  
3 INDICATED.

4 (2) "CHILD" MEANS AN ADOPTED, BIOLOGICAL, OR FOSTER CHILD, A  
5 STEPCHILD, OR A LEGAL WARD, WHO IS UNDER THE AGE OF 21 YEARS.

6 (3) "PARENTAL BEREAVEMENT LEAVE" MEANS LEAVE AN EMPLOYEE  
7 IS ALLOWED TO USE:

8 (I) ON THE DEATH OF THE EMPLOYEE'S CHILD; OR

9 (II) WHEN THE EMPLOYEE EXPERIENCES A STILLBIRTH.

10 (4) "STILLBIRTH" MEANS THE DEATH OF A FETUS AFTER A  
11 GESTATION PERIOD OF 20 WEEKS OR MORE FOR AN EMPLOYEE:

12 (I) WHO WAS PREGNANT WITH THE FETUS;

13 (II) WHO IS THE SPOUSE OR DOMESTIC PARTNER OF AN  
14 INDIVIDUAL WHO WAS PREGNANT WITH THE FETUS; OR

15 (III) WHO INTENDED TO ASSUME PARENTAL RESPONSIBILITIES  
16 FOR THE FETUS IF THE FETUS HAD BEEN BORN ALIVE.

17 (B) THIS SECTION APPLIES TO ALL EMPLOYEES, INCLUDING TEMPORARY  
18 EMPLOYEES, IN THE EXECUTIVE, JUDICIAL, AND LEGISLATIVE BRANCHES OF  
19 STATE GOVERNMENT, INCLUDING ANY UNIT WITH AN INDEPENDENT PERSONNEL  
20 SYSTEM.

21 (C) AN EMPLOYEE SUBJECT TO THIS SECTION IS ENTITLED TO PARENTAL  
22 BEREAVEMENT LEAVE WITH PAY.

23 (D) (1) SUBJECT TO PARAGRAPH (2) OF THIS SUBSECTION, AN EMPLOYEE  
24 MAY USE UP TO 10 DAYS OF PARENTAL BEREAVEMENT LEAVE WITHIN 60 DAYS  
25 AFTER:

26 (I) THE DEATH OF THE EMPLOYEE'S CHILD; OR

27 (II) THE EMPLOYEE EXPERIENCES A STILLBIRTH.

1           **(2) AN EMPLOYEE MAY USE PARENTAL BEREAVEMENT LEAVE ONLY**  
2 **AFTER NOTIFYING THE EMPLOYEE'S APPOINTING AUTHORITY OF THE EMPLOYEE'S**  
3 **INTENTION TO USE PARENTAL BEREAVEMENT LEAVE.**

4           **(3) AN EMPLOYEE'S APPOINTING AUTHORITY MAY NOT REQUIRE AN**  
5 **EMPLOYEE ENTITLED TO PARENTAL BEREAVEMENT LEAVE UNDER PARAGRAPH (1)**  
6 **OF THIS SUBSECTION TO USE ANY OTHER PAID LEAVE AVAILABLE TO THE**  
7 **EMPLOYEE.**

8           **(E) THE SECRETARY SHALL ADOPT REGULATIONS GOVERNING PARENTAL**  
9 **BEREAVEMENT LEAVE.**

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