
Maryland: Paid and Unpaid Sick and Safe Leave Under Healthy Working Families Act (MD Code Ann., Lab. & Empl., §§ 3-1301–1311)

Description of Program and Relief

Under the Maryland Healthy Working Families Act, employers with 15 or more employees are required to provide paid sick and safe leave for certain employees, and employers with 14 or fewer employees are required to provide unpaid sick and safe leave.

Government or Lead Agency

Maryland Department of Labor

Dates Available

Ongoing

Eligibility Requirements/Restrictions

Eligibility requirements can be found here:

<https://www.dllr.state.md.us/paidleave/paidleavefaqs.shtml#appel>

Generally, employees who regularly work 12 or more hours per week may accrue 1 hour of sick leave for every 30 hours worked. This law provides up to 40 hours of leave for certain workers per year for the following reasons (e.g., as a result of COVID-19):

- To care for or treat the employee's mental or physical illness, injury, or condition;
- To obtain preventative medical care for the employee or employee's family member;
- To care for a family member with a mental or physical illness, injury, or condition;
- For maternity or paternity leave; or
- Use for health care, safety, or to obtain legal or victim services necessary as a result of stalking or domestic violence for the employee or the employee's family member.

Employees who regularly work fewer than 12 hours in a week are not entitled to accrue this leave. Other employees who may be exempt are certain independent contractors; real estate brokers and salespersons; construction workers covered by a collective bargaining agreement; employees working on an as-needed basis in health care or human services; and employees of temporary services agencies.

Application Deadlines (If Applicable)

N/A

Contact for More Information

N/A

List of Additional Information

Additional information available at:

<https://www.dllr.state.md.us/paidleave/paidleaveposter.shtml>

<https://www.dllr.state.md.us/paidleave/paidleavefaqs.shtml>

You can read the statute here:

[MD Code Ann., Lab. & Empl. § 3-1301-1311](#)