



# Maryland Legislative Agenda for Women

*Celebrating 22 Years: 1994-2016*

## 2016 MLAW Legislative Agenda – Final Report

### **HB 1003/SB 481 • Equal Pay for Equal Work Act**

Prohibits wage discrimination or less favorable employment opportunities based on sex or gender identity. An employer may not prohibit an employee from inquiring, discussing, or disclosing the wages of the employee or another employee or requesting that the employer provide a reason for the employee's wages.

**Outcome:** Amended HB 1003 and SB 481 **PASSED** the House and Senate.

### **HB 1175/SB 664 • Fair Scheduling, Wages, and Benefits Act**

Required an employer to provide employees with specified work schedules within certain time periods and notify employees of changes; prohibited an employer, except under specified circumstances, from requiring an employee to work specified hours; and authorized an employer to make changes to a scheduled shift within a certain period of time.

**Outcome:** HB 1175 received an unfavorable report in Economic Matters; withdrawn. SB 664 received an unfavorable report in Senate Finance; withdrawn.

### **HB 580/SB 472 • Labor and Employment – Maryland Healthy Working Families Act**

This bill required employers to allow employees a certain number of annual paid sick and safe days, including earning one hour of paid sick leave for every 30 hours worked, up to a maximum of seven days per year. The safe time component required employers to allow survivors of domestic abuse or sexual assault to use paid sick leave to care for their health after these incidents or seek legal protections or new housing.

**Outcome:** Amended HB 580 Passed the House. In Senate Finance – no vote taken on SB 472.

### **HB 155/SB 278 • Criminal Law – Stalking and Harassment**

The amended bill adds language that prohibits a person from engaging in the crime of stalking, harassment, and misuse of electronic communications or interactive computer services if the person "intends to cause or knows or reasonably should have known that the conduct would *cause serious emotional distress to another.*" This change would enable stalking behaviors to be more successfully prosecuted.

**Outcome:** Amended HB 155 and SB 580 **PASSED** the House and Senate.

### **HB 314/SB 346 • Peace Orders – Grounds for Relief**

This bill adds the following offenses to the list of offenses for which a petitioner can file for a Peace Order: misuse of telephone facilities and equipment; misuse of electronic communication or interactive computer service; revenge porn; visual surveillance. These additional offenses expand the list of harassing and stalking behaviors currently in the law.

**Outcome:** HB 314 and SB 346 **PASSED** the House and Senate.

## **HB 646/SB 593 - Family Law – Child Conceived Without Consent – Termination of Parental Rights (formerly the Rape Survivor Family Protection Act)**

This bill allowed rape victims who become pregnant as a result of the rape to ask the family law court to end the parental rights of the rapist.

**Outcome:** Passed House. Bad amendments added in the Senate Judicial Proceedings Committee. Not brought up for a vote on the Senate floor.

## **HB 740/SB 485 - Task Force to Study Family and Medical Leave Insurance**

Establishes a Task Force to Study Family and Medical Leave Insurance to make recommendations regarding the development of a State social insurance program that provides short-term benefits to eligible employees who lose wages due to specified circumstances. Also provides for the composition, chair and staffing of the Task Force. The report of its findings would be sent to the General Assembly on or before December 1, 2017.

**Outcome:** HB 740 and SB 485 both PASSED House and Senate.

## **HB 623/SB 866 - Criminal Procedure – Postconviction Review – Conviction of Human Trafficking Victim**

Authorized a person to file a motion to vacate a judgment for specified convictions if the person's participation in the underlying offense was a result of the person having been a victim of human trafficking or related extortion.

**Outcome:** No vote in House or Senate committees.

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## **HB 1005/SB 848 - Health Insurance – Contraceptive Equity Act (Maryland Contraceptive Act of 2016)**

Prohibits health insurers, nonprofit health service plans, and health maintenance organizations from applying a copayment, coinsurance, or prior authorization requirement for specified contraceptive drugs and devices.

**Outcome:** HB 1005 and SB 848 PASSED the House and Senate.

4/13/16

**FOR MORE INFORMATION, CONTACT:**

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Note: Committee votes are now posted online on the Maryland General Assembly website. Look under the Documents section on the bill page.

Click on the link to access the voting record.