

Maryland Healthy Working Families Act

Legislation providing Maryland employees with Sick and Safe Leave



What is it?

The Maryland Healthy Working Families Act, effective February 11, 2018, requires employers to offer paid sick and safe leave to eligible employees who are not currently provided equivalent leave benefits under existing policies.



What can I use Sick & Safe Leave for?

- Absence from work due to domestic violence, sexual assault, or stalking committed against me or a family member
- To care for or treat mental or physical illness, or condition
- To obtain preventative medical care for me or a family member
- To care for a family member with mental or physical illness, injury, or condition
- For maternity or paternity leave

*A family member includes a spouse, child, parent, grandparent, grandchild, or sibling.



Am I Eligible?

Yes, as long as you are an hourly employee that regularly works a minimum of 12 hours per week, at least 18 years of age, and are not eligible for any other equivalent leave under an existing policy.



How do I use my leave?

Leave should be requested through your supervisor and recorded on your PHR time record. If you use a time swipe system, your supervisor must enter leave for you.

Waiting Period:

106 days of employment

Accrual Rate:

1 hr SSL / 30hr worked

You may accrue up to 40 hours of Sick and Safe Leave per calendar year and may carry over 40 hours to the following year but will be capped at a maximum of 64 accrued hours at any point in the year.

Visit uhr.umd.edu for additional details