

# HOUSE BILL 921

P4

5lr2409

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By: **Delegate J. Lewis**

Introduced and read first time: January 31, 2025

Assigned to: Appropriations

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## A BILL ENTITLED

1 AN ACT concerning

2 **State Employees – Colleague Bereavement Leave**

3 FOR the purpose of providing that certain State employees are entitled to a certain amount  
4 of colleague 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 colleague 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 (2024 Replacement Volume and 2024 Supplement)

13 BY adding to  
14 Article – State Personnel and Pensions  
15 Section 9–1110  
16 Annotated Code of Maryland  
17 (2024 Replacement Volume and 2024 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 **9-1110.**

2 (A) THIS SECTION APPLIES TO ALL EMPLOYEES, INCLUDING TEMPORARY  
3 EMPLOYEES, IN THE EXECUTIVE, JUDICIAL, AND LEGISLATIVE BRANCHES OF  
4 STATE GOVERNMENT, INCLUDING ANY UNIT WITH AN INDEPENDENT PERSONNEL  
5 SYSTEM.

6 (B) AN EMPLOYEE SUBJECT TO THIS SECTION IS ENTITLED TO COLLEAGUE  
7 BEREAVEMENT LEAVE WITH PAY.

8 (C) (1) SUBJECT TO PARAGRAPH (2) OF THIS SUBSECTION, AN EMPLOYEE  
9 MAY USE UP TO 5 DAYS OF COLLEAGUE BEREAVEMENT LEAVE IMMEDIATELY  
10 FOLLOWING THE DEATH OF A COLLEAGUE WHO IS EMPLOYED BY THE SAME AGENCY  
11 AS THE EMPLOYEE IF:

12 (I) THE COLLEAGUE'S DEATH OCCURS ON THE JOB; AND

13 (II) THE EMPLOYEE WORKS IN CLOSE PROXIMITY TO THE  
14 COLLEAGUE WHO DIED.

15 (2) AN EMPLOYEE MAY USE COLLEAGUE BEREAVEMENT LEAVE ONLY  
16 AFTER NOTIFYING THE EMPLOYEE'S APPOINTING AUTHORITY OF THE EMPLOYEE'S  
17 INTENTION TO USE COLLEAGUE BEREAVEMENT LEAVE.

18 (3) AN EMPLOYEE'S APPOINTING AUTHORITY MAY NOT REQUIRE AN  
19 EMPLOYEE ENTITLED TO USE COLLEAGUE BEREAVEMENT LEAVE UNDER  
20 PARAGRAPH (1) OF THIS SUBSECTION TO USE ANY OTHER PAID LEAVE AVAILABLE  
21 TO THE EMPLOYEE.

22 (D) THE SECRETARY SHALL ADOPT REGULATIONS GOVERNING COLLEAGUE  
23 BEREAVEMENT LEAVE.

24 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect  
25 October 1, 2025.