STAYING HEALTHY DURING COVID-19

What you need to know about paid sick leave

WHAT IS THE MD HEALTHY WORKING FAMILIES ACT?
State legislation enacted in 2018 that requires Maryland employers with 15 or more employees to provide paid sick and safe leave. Employers with 14 or fewer employees must provide job-protected paid sick leave.

HOW MANY HOURS ARE COVERED?
Workers can earn up to one (1) hour for every 30 hours worked per week. Workers cannot accrue more than 40 hours of leave in one year or more than 64 hours during any time period.

WHAT DOES THE FEDERAL LAW PROVIDE?
Employers with 500 or fewer employees:
- Two (2) weeks of paid sick leave at employee’s regular pay rate up to $511 per day.
- Employees receive two-thirds of their usual pay rate, up to $200 per day.

I’M AN EMPLOYER. WHAT SHOULD I KNOW?
- Employers can claim a refundable tax credit.
- The tax credit is allowed against the employer portion of payroll taxes.
- Employers will be refunded any paid leave costs that exceed the amount of payroll taxes owed due to COVID-19.

For more information, please contact JOTF at (410) 234-8040