

Chapter 121

(House Bill 353)

AN ACT concerning

Jury Service – Employers – Prohibited Acts

FOR the purpose of prohibiting an employer from requiring an individual to work during a certain time period on a day in which the individual is expected to perform jury service or acts related to jury service, ~~subject to a certain exception~~ or on a day after the individual performs jury service or acts related to jury service; prohibiting an employer from depriving an individual of employment or coercing, intimidating, or threatening to discharge an individual for exercising a certain right to refrain from work for performing jury service or acts relating to jury service; and generally relating to jury service.

BY repealing and reenacting, with amendments,
Article – Courts and Judicial Proceedings
Section 8–501
Annotated Code of Maryland
(2006 Replacement Volume and 2011 Supplement)

SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND, That the Laws of Maryland read as follows:

Article – Courts and Judicial Proceedings

8–501.

(a) An employer may not deprive an individual of employment or coerce, intimidate, or threaten to discharge an individual because the individual [loses]:

(1) **LOSES** employment time in responding to a summons under this title or attending, or being in proximity to, a circuit court for jury service under this title; OR

(2) **EXERCISES A RIGHT TO REFRAIN FROM WORK UNDER SUBSECTION (B) OF THIS SECTION.**

(B) ~~(1) EXCEPT AS PROVIDED IN PARAGRAPH (2) OF THIS SUBSECTION, AN~~ **AN** EMPLOYER MAY NOT REQUIRE AN INDIVIDUAL ~~TO WORK BETWEEN 12:00 A.M. AND 11:59 P.M. ON A DAY IN WHICH THE INDIVIDUAL IS EXPECTED TO RESPOND TO A SUMMONS UNDER THIS TITLE OR ATTEND, OR BE~~

~~IN PROXIMITY TO, A CIRCUIT COURT FOR JURY SERVICE UNDER THIS TITLE WHO~~
~~IS SUMMONED AND APPEARS FOR JURY SERVICE FOR 4 OR MORE HOURS,~~
~~INCLUDING TRAVELING TIME, TO WORK AN EMPLOYMENT SHIFT THAT BEGINS:~~

(1) ON OR AFTER 5 P.M. ON THE DAY OF THE INDIVIDUAL'S
APPEARANCE FOR JURY SERVICE; OR

(2) BEFORE 3 A.M. ON THE DAY FOLLOWING THE INDIVIDUAL'S
APPEARANCE FOR JURY SERVICE.

~~(2) IF AN INDIVIDUAL SPENDS 3 HOURS OR LESS OF A DAY~~
~~RESPONDING TO A SUMMONS UNDER THIS TITLE OR ATTENDING, OR BEING IN~~
~~PROXIMITY TO, A CIRCUIT COURT FOR JURY SERVICE UNDER THIS TITLE, AN~~
~~EMPLOYER MAY REQUIRE THE INDIVIDUAL TO WORK DURING THE REMAINDER~~
~~OF THAT DAY.~~

[(b)] (C) A person who violates any provision of this section is subject to a
fine not exceeding \$1,000.

SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect
October 1, 2012.

Approved by the Governor, April 10, 2012.