

# HOUSE BILL 9

A2

4lr0677

(PRE-FILED)

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By: **Delegate Norman**

Requested: October 18, 2013

Introduced and read first time: January 8, 2014

Assigned to: Economic Matters

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## A BILL ENTITLED

1 AN ACT concerning

2 **Harford County – Alcoholic Beverages – Liquor Control Board – Employment**  
3 **Policies**

4 FOR the purpose of requiring the Harford County Liquor Control Board to employ a  
5 general manager; repealing a certain provision of law relating to the  
6 appointment and discharge of the general manager of the Liquor Control Board;  
7 authorizing the Liquor Control Board to alter an employee's position, duties,  
8 title, or compensation under certain circumstances; specifying that nothing in a  
9 document or statement and nothing implied from any course of conduct limits  
10 the right of the Liquor Control Board or an employee to terminate at-will  
11 employment; specifying that only the Liquor Control Board may modify a  
12 certain policy or enter into any agreement contrary to a certain policy; requiring  
13 any modification of a certain employment policy or any agreement contrary to a  
14 certain employment policy to be in writing and signed by a certain employee  
15 and each commissioner of the Liquor Control Board; making certain stylistic  
16 changes; and generally relating to the employment policies of the Harford  
17 County Liquor Control Board.

18 BY repealing and reenacting, with amendments,  
19 Article 2B – Alcoholic Beverages  
20 Section 15–205(i)(2)  
21 Annotated Code of Maryland  
22 (2011 Replacement Volume and 2013 Supplement)

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

25 **Article 2B – Alcoholic Beverages**

26 15–205.

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EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 Subject to § 16–407.1 of this article, the liquor control board of each county shall  
2 have full power and authority within its county:

3 (i) (2) (I) **THIS PARAGRAPH APPLIES ONLY IN HARFORD COUNTY.**

4 (II) 1. [In Harford County the] **THE** Liquor Control Board  
5 shall [appoint] **EMPLOY** a general manager, who shall act as secretary–treasurer of  
6 the Board and who shall be the chief business administrative officer of the Board  
7 under its control and supervision.

8 2. [No] **A** Board member [shall be] **IS NOT** eligible to fill  
9 [said] **THE GENERAL MANAGER** position while retaining [his] membership on the  
10 Liquor Control Board. [The manager so appointed shall hold office during good  
11 behavior and shall be discharged only for cause involving dishonesty, incompetency, or  
12 immoral conduct after opportunity for hearing.]

13 (III) 1. **THE LIQUOR CONTROL BOARD MAY ALTER AN**  
14 **EMPLOYEE’S POSITION, DUTIES, TITLE, OR COMPENSATION AT ANY TIME, WITH**  
15 **OR WITHOUT NOTICE, AND WITH OR WITHOUT CAUSE.**

16 2. **NOTHING IN ANY DOCUMENT OR STATEMENT AND**  
17 **NOTHING IMPLIED FROM ANY COURSE OF CONDUCT LIMITS THE RIGHT OF THE**  
18 **LIQUOR CONTROL BOARD OR AN EMPLOYEE TO TERMINATE AT–WILL**  
19 **EMPLOYMENT.**

20 3. **ONLY THE LIQUOR CONTROL BOARD MAY**  
21 **MODIFY ITS AT–WILL EMPLOYMENT POLICY OR ENTER INTO AN AGREEMENT**  
22 **CONTRARY TO ITS AT–WILL EMPLOYMENT POLICY.**

23 4. **A MODIFICATION OF THE BOARD’S AT–WILL**  
24 **EMPLOYMENT POLICY OR AN AGREEMENT CONTRARY TO THE BOARD’S AT–WILL**  
25 **EMPLOYMENT POLICY SHALL BE IN WRITING AND SIGNED BY THE EMPLOYEE**  
26 **AND EACH MEMBER OF THE LIQUOR CONTROL BOARD.**

27 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect  
28 July 1, 2014.