

SENATE BILL 451

D5

2lr1684

By: ~~Senator Smith~~ **Senators Smith and Lee**
Introduced and read first time: January 27, 2022
Assigned to: Judicial Proceedings

Committee Report: Favorable with amendments
Senate action: Adopted
Read second time: February 22, 2022

CHAPTER _____

1 AN ACT concerning

2 **Unlawful Employment Practice – Statute of Limitations – Tolling**

3 FOR the purpose of tolling the period of time during which a complainant may file a civil
4 action that alleges an unlawful employment practice while an administrative charge
5 is pending; and generally relating to the statute of limitations for unlawful
6 employment practices.

7 BY repealing and reenacting, with amendments,
8 Article – State Government
9 Section 20–1013
10 Annotated Code of Maryland
11 (2021 Replacement Volume)

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

14 **Article – State Government**

15 20–1013.

16 (a) **(1)** In addition to the right to make an election under § 20–1007 of this
17 subtitle, a complainant may bring a civil action against the respondent alleging an unlawful
18 employment practice, if:

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.

Underlining indicates amendments to bill.

~~Strike out~~ indicates matter stricken from the bill by amendment or deleted from the law by amendment.



1 (2) the court may not inform the jury of the limitations on compensatory
2 and punitive damages imposed under § 20–1009(b)(3) of this subtitle.

3 (g) When appropriate and to the extent authorized under law, in a dispute arising
4 under this part, in which the complainant seeks compensatory or punitive damages, the
5 parties are encouraged to use alternative means of dispute resolution, including settlement
6 negotiations or mediation.

7 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect
8 October 1, 2022.

Approved:

Governor.

President of the Senate.

Speaker of the House of Delegates.