

# HOUSE BILL 309

P4

3lr1354  
CF 3lr1357

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By: **Delegates Simpson, Bagnall, Acevero, Addison, Bartlett, Foley, Henson, Hill, Kaiser, Kelly, Kerr, Lehman, Pena-Melnyk, Rogers, Ruth, Shetty, Taylor, Terrasa, Vogel, and Woods**

Introduced and read first time: January 25, 2023

Assigned to: Appropriations

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## A BILL ENTITLED

1 AN ACT concerning

2 **State Employee Rights and Protections – Personnel Actions and Harassment –**  
3 **Complaints**

4 FOR the purpose of authorizing a certain applicant or employee to file a certain complaint  
5 within a certain period of time alleging harassment by an employer; increasing the  
6 period of time for a certain applicant or employee to file a certain complaint alleging  
7 certain prohibited personnel actions; and generally relating to State employee rights  
8 and protections.

9 BY repealing and reenacting, without amendments,  
10 Article – State Government  
11 Section 20–606(a)(5)  
12 Annotated Code of Maryland  
13 (2021 Replacement Volume and 2022 Supplement)

14 BY repealing and reenacting, with amendments,  
15 Article – State Personnel and Pensions  
16 Section 5–211  
17 Annotated Code of Maryland  
18 (2015 Replacement Volume and 2022 Supplement)

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

21 **Article – State Government**

22 20–606.

23 (a) An employer may not:

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EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 (5) engage in harassment of an employee.

2 **Article – State Personnel and Pensions**

3 5–211.

4 (a) An applicant or employee subject to this subtitle may file with the head of the  
5 principal unit a written complaint:

6 (1) that alleges a violation of § 5–208 of this subtitle; OR

7 (2) **THAT ALLEGES HARASSMENT IN VIOLATION OF § 20–606(A)(5) OF**  
8 **THE STATE GOVERNMENT ARTICLE.**

9 (b) A complaint under [this subtitle] **SUBSECTION (A)(1) OF THIS SECTION**  
10 **must be filed within [30 days] 1 YEAR** after the complainant first knew of or reasonably  
11 should have known of the alleged violation that is the basis for the complaint.

12 (c) **A COMPLAINT UNDER SUBSECTION(A)(2) OF THIS SECTION MUST BE**  
13 **FILED WITHIN 2 YEARS AFTER THE ALLEGED VIOLATION THAT IS THE BASIS FOR THE**  
14 **COMPLAINT.**

15 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect  
16 October 1, 2023.