

Department of Fiscal Services
Maryland General Assembly

FISCAL NOTE

House Bill 597 (Delegate Doory, et al.)
Judiciary

Employers - Disclosure of Information About Employee or Former Employee

This bill establishes a presumption of good faith by an employer when disclosing requested information about the job performance of an employee or former employee to a prospective employer, a federal, State, or industry regulatory authority. The good faith presumption is also extended to information in a report, filing or other document required by law, rule, order, or regulation of the regulatory authority. An employer is immune from civil liability unless a lack of good faith is proven by clear and convincing evidence. The presumption of good faith may be rebutted on a showing that the employer provided false information about the employee's job performance with actual malice or intentionally or recklessly disclosed false information about the employee or former employee.

Fiscal Summary

State Effect: None. The bill's provisions do not directly affect government operations or funding.

Local Effect: None.

Information Source(s): Department of Fiscal Services

Fiscal Note History: First Reader - February 9, 1996
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