
By: **Delegates Malone, Moe, and Dobson**
Introduced and read first time: February 10, 2000
Assigned to: Economic Matters

A BILL ENTITLED

1 AN ACT concerning

2 **Employers and Employees - Disclosure of Reason for Discharge**

3 FOR the purpose of authorizing the Commissioner of Labor and Industry to
4 investigate whether a certain provision of this Act has been violated on receipt of
5 a certain written complaint; requiring an employer who discharges an employee
6 to provide that employee with a written disclosure stating the reason for the
7 discharge within a certain amount of time; establishing a certain civil fine if an
8 employer intentionally or knowingly fails to provide a certain written disclosure
9 to an employee who has been discharged; and generally relating to employers
10 providing employees who are discharged a written disclosure stating the reasons
11 for the discharge.

12 BY repealing and reenacting, with amendments,
13 Article - Labor and Employment
14 Section 3-103(d)
15 Annotated Code of Maryland
16 (1999 Replacement Volume)

17 BY adding to
18 Article - Labor and Employment
19 Section 3-708
20 Annotated Code of Maryland
21 (1999 Replacement Volume)

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

24 **Article - Labor and Employment**

25 3-103.

26 (d) (1) The Commissioner may investigate whether § 3-701 of this title has
27 been violated on receipt of a written complaint of an applicant for employment.

1 (2) The Commissioner may investigate whether § 3-702 of this title has
2 been violated on receipt of a written complaint of an applicant for employment or an
3 employee.

4 (3) THE COMMISSIONER MAY INVESTIGATE WHETHER § 3-708 OF THIS
5 TITLE HAS BEEN VIOLATED ON RECEIPT OF A WRITTEN COMPLAINT OF AN
6 INDIVIDUAL WHO HAS BEEN DISCHARGED BY AN EMPLOYER.

7 3-708.

8 (A) IF AN EMPLOYER DISCHARGES AN EMPLOYEE, THE EMPLOYER SHALL,
9 WITHIN 30 DAYS OF THE DATE OF THE DISCHARGE, PROVIDE THAT EMPLOYEE WITH
10 A WRITTEN DISCLOSURE STATING THE REASON FOR THE DISCHARGE.

11 (B) IF THE COMMISSIONER DETERMINES THAT AN EMPLOYER HAS
12 INTENTIONALLY OR KNOWINGLY FAILED TO PROVIDE THE WRITTEN DISCLOSURE
13 REQUIRED IN SUBSECTION (A) OF THIS SECTION, THE EMPLOYER SHALL BE SUBJECT
14 TO A CIVIL FINE OF NOT LESS THAN \$1,000 BUT NOT MORE THAN \$5,000.

15 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect
16 October 1, 2000.