

Department of Legislative Services
Maryland General Assembly
2000 Session

FISCAL NOTE
Revised

House Bill 793 (Delegate Finifter. *et al.*)

Commerce and Government Matters

Genetic Information - Nondiscrimination in Employment

This bill provides that it is an unlawful employment practice for an employer to fail or refuse to hire an individual, or otherwise discriminate against an individual, based on genetic information. An employer may not request or require genetic tests or genetic information as a condition for hiring or determining benefits. In addition, an employer may not limit, segregate, or classify its employees or applicants for employment based on the individual's genetic information or the individual's refusal to submit to a genetic test or make genetic test results available.

Fiscal Summary

State Effect: Although the bill may result in additional cases for the Judiciary, the Human Relations Commission, and the Office of Administrative Hearings, any increase in workload is expected to be minimal and can be absorbed within existing resources.

Local Effect: None.

Small Business Effect: Potential minimal. Small businesses may be subject to litigation arising as a result of the bill's requirements.

Analysis

Current Law: Employment discrimination based on race, sex, creed, color, religion, national origin, marital status, and physical or mental disability is prohibited. The use of genetic information is not considered an unlawful employment practice. Health insurers cannot discriminate against an individual based on genetic information.

Additional Information

Prior Introductions: None.

Cross File: None.

Information Source(s): Department of Legislative Services

Fiscal Note History: First Reader - March 10, 2000
cm/jr Revised - House Third Reader - March 28, 2000

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