

Department of Legislative Services  
Maryland General Assembly  
2000 Session

FISCAL NOTE

House Bill 77 (Delegate Dobson)

Economic Matters

---

**Labor Law - Notification of Employee Termination**

---

This bill requires employers to provide written notice to employees who are being terminated. The notice must state that the employee has been terminated and give the reason(s) for the termination.

---

**Fiscal Summary**

**State Effect:** Assuming no enforcement and no sanctions for non-compliance, the bill would not directly affect governmental operations or finances.

**Local Effect:** None.

**Small Business Effect:** Minimal.

---

**Analysis**

**Current Law:** No laws currently require an employer to notify employees in writing if they are being terminated. The State does not issue written causal notices to terminated employees at this time.

**State Fiscal Effect:** The Department of Labor, Licensing, and Regulation advises that due to the lack of penalty provisions in the bill or in the existing relevant subtitles, it would take no action in response to complaints concerning violations of the bill's provisions.

**Additional Comments:** This bill has no enforcement mechanism or penalty provision for

non-compliance.

---

### Additional Information

**Prior Introductions:** None.

**Cross File:** None.

**Information Source(s):** Department of Budget and Management; Department of Labor, Licensing, and Regulation; Department of Legislative Services

**Fiscal Note History:** First Reader - March 7, 2000

cm/jr

---

Analysis by: Brian Baugus

Direct Inquiries to:  
John Rixey, Coordinating Analyst  
(410) 946-5510  
(301) 970-5510