
By: **Delegates Stern, Burns, Conroy, Gordon, Gutierrez, Howard, Kaiser,
Lee, Montgomery, Nathan-Pulliam, Niemann, Parker, Taylor, and
V. Turner**

Introduced and read first time: February 9, 2005

Assigned to: Health and Government Operations

A BILL ENTITLED

1 AN ACT concerning

2 **Employment Discrimination - Country Clubs - Ability of Employees to Sue**

3 FOR the purpose of allowing country club employees to sue country clubs for
4 employment discrimination by altering the definition of "employer" under the
5 Human Relations Commission law to include a country club; and generally
6 relating to country clubs and employment discrimination.

7 BY repealing and reenacting, with amendments,
8 Article 49B - Human Relations Commission
9 Section 15(b)
10 Annotated Code of Maryland
11 (2003 Replacement Volume and 2004 Supplement)

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

14 **Article 49B - Human Relations Commission**

15 15.

16 For the purposes of this subtitle:

17 (b) The term "employer" means a person engaged in an industry or business
18 who has fifteen or more employees for each working day in each of twenty or more
19 calendar weeks in the current or preceding calendar year, and any agent of such a
20 person; such term does include the State of Maryland to the extent as may be
21 provided in this article but such term does not include a bona fide private
22 membership club (other than a labor organization AND A COUNTRY CLUB) which is
23 exempt from taxation under § 501(c) of the Internal Revenue Code.

24 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect
25 October 1, 2005.