

# HOUSE BILL 661

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By: **Delegates Ivey, Acevero, Bagnall, B. Barnes, Bartlett, Boyce, Feldmark, Fennell, W. Fisher, Jackson, Kaiser, Kelly, Lehman, Lierman, Patterson, Stewart, and Valderrama**

Introduced and read first time: February 6, 2019

Assigned to: Economic Matters

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## A BILL ENTITLED

1 AN ACT concerning

2 **Employment Discrimination – Definition of Employer**

3 FOR the purpose of altering the definition of “employer” by repealing a requirement that  
4 an employer have a certain minimum number of employees for purposes of the  
5 application of certain provisions of law prohibiting discrimination in employment;  
6 and generally relating to discrimination in employment.

7 BY repealing and reenacting, without amendments,

8 Article – State Government

9 Section 20–601(a)

10 Annotated Code of Maryland

11 (2014 Replacement Volume and 2018 Supplement)

12 BY repealing and reenacting, with amendments,

13 Article – State Government

14 Section 20–601(d)

15 Annotated Code of Maryland

16 (2014 Replacement Volume and 2018 Supplement)

17 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,

18 That the Laws of Maryland read as follows:

19 **Article – State Government**

20 20–601.

21 (a) In this subtitle the following words have the meanings indicated.

22 (d) (1) “Employer” means:

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EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



- 1 (i) a person that:
- 2 1. is engaged in an industry or business; and
- 3 2. has [15 or more employees] **AT LEAST ONE EMPLOYEE**
- 4 for each working day in each of 20 or more calendar weeks in the current or preceding
- 5 calendar year; and
- 6 (ii) an agent of a person described in item (i) of this paragraph.
- 7 (2) “Employer” includes the State to the extent provided in this title.
- 8 (3) Except for a labor organization, “employer” does not include a bona fide
- 9 private membership club that is exempt from taxation under § 501(c) of the Internal
- 10 Revenue Code.

11 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect

12 October 1, 2019.