

HOUSE BILL 1109

K3, J1

9lr2828

By: **Delegate Ivey**

Introduced and read first time: February 8, 2019

Assigned to: Economic Matters

A BILL ENTITLED

1 AN ACT concerning

2 **Employers – Health Crisis Hotline – Posting of Notice**

3 FOR the purpose of requiring the Commissioner of Labor and Industry, in consultation
4 with the Maryland Department of Health, to develop a printed notice of the Health
5 Crisis Hotline; requiring an employer to keep the notice posted in each place of
6 employment in a certain manner; authorizing an employee of an employer that
7 violates a certain provision of this Act to file a complaint with the Commissioner;
8 requiring the Commissioner to take certain actions on receiving a certain complaint;
9 requiring the Commissioner to issue a certain order of compliance under certain
10 circumstances; authorizing the Commissioner to assess a certain penalty under
11 certain circumstances; and generally relating to posting a notice of the Health Crisis
12 Hotline by employers.

13 BY adding to

14 Article – Labor and Employment

15 Section 3–716

16 Annotated Code of Maryland

17 (2016 Replacement Volume and 2018 Supplement)

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

20 **Article – Labor and Employment**

21 **3–716.**

22 **(A) THE COMMISSIONER, IN CONSULTATION WITH THE MARYLAND**
23 **DEPARTMENT OF HEALTH, SHALL DEVELOP A PRINTED NOTICE OF THE HEALTH**
24 **CRISIS HOTLINE.**

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 **(B) EACH EMPLOYER SHALL KEEP POSTED CONSPICUOUSLY IN EACH PLACE**
2 **OF EMPLOYMENT THE PRINTED NOTICE OF THE HEALTH CRISIS HOTLINE**
3 **DEVELOPED UNDER SUBSECTION (A) OF THIS SECTION.**

4 **(C) (1) IF AN EMPLOYER VIOLATES SUBSECTION (B) OF THIS SECTION, AN**
5 **EMPLOYEE OF THE EMPLOYER MAY FILE A COMPLAINT WITH THE COMMISSIONER.**

6 **(2) IF THE COMMISSIONER RECEIVES A COMPLAINT UNDER**
7 **PARAGRAPH (1) OF THIS SUBSECTION, THE COMMISSIONER SHALL:**

8 **(I) TRY TO RESOLVE THE ISSUE INFORMALLY; OR**

9 **(II) DETERMINE WHETHER THE EMPLOYER HAS VIOLATED THIS**
10 **SECTION.**

11 **(3) IF THE COMMISSIONER DETERMINES THAT THE EMPLOYER HAS**
12 **VIOLATED THIS SECTION, THE COMMISSIONER SHALL:**

13 **(I) ISSUE AN ORDER COMPELLING COMPLIANCE WITH THIS**
14 **SECTION; AND**

15 **(II) AT THE DISCRETION OF THE COMMISSIONER, ASSESS A**
16 **CIVIL PENALTY NOT TO EXCEED \$1,000.**

17 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect
18 October 1, 2019.