HOUSE BILL 527

K3 2lr0794 By: St. Mary's County Delegation Introduced and read first time: January 21, 2022 Assigned to: Judiciary Committee Report: Favorable House action: Adopted Read second time: March 1, 2022 CHAPTER AN ACT concerning St. Mary's County - Emergency Services Applicants - Polygraph Examinations FOR the purpose of exempting applicants for employment as a paramedic or an emergency medical technician with St. Mary's County or employment with the St. Mary's County Emergency Communications Center from the prohibition on employers requiring or demanding that an individual submit to or take a polygraph examination as a condition of employment; and generally relating to polygraph examinations as a condition of employment. BY repealing and reenacting, with amendments, Article – Labor and Employment Section 3-702 Annotated Code of Maryland (2016 Replacement Volume and 2021 Supplement) SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND, That the Laws of Maryland read as follows: **Article - Labor and Employment** 3-702.In this section, "employer" means: (a)

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.

<u>Underlining</u> indicates amendments to bill.

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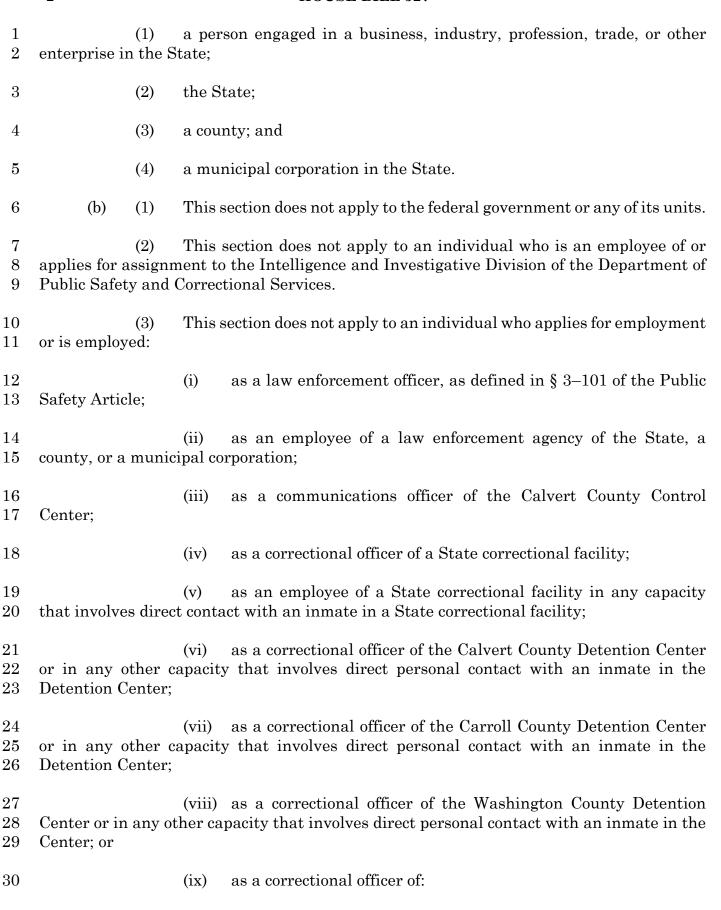
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Strike out indicates matter stricken from the bill by amendment or deleted from the law by amendment.



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the Baltimore County Detention Center;

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1	2. the Cecil County Detention Center;
2	3. the Charles County Detention Center;
3	4. the Frederick County Adult Detention Center;
4	5. the Harford County Detention Center; or
5	6. the St. Mary's County Detention Center.
6 7	(4) This section does not apply to an applicant for employment as a correctional officer of a local correctional facility.
8 9 10 11 12	(5) This section does not apply to an applicant for employment with either the Anne Arundel County Department of Detention Facilities or the Caroline County Department of Corrections in any capacity that involves direct contact with an inmate in either the Anne Arundel County Department of Detention Facilities or the Caroline County Department of Corrections.
13 14	(6) This section does not apply to an applicant for employment with the Washington County Emergency Communications Center.
15 16	(7) This section does not apply to an applicant for employment:
17 18	(I) AS A PARAMEDIC OR AN EMERGENCY MEDICAL TECHNICIAN WITH ST. MARY'S COUNTY; OR
19 20	(II) WITH THE ST. MARY'S COUNTY EMERGENCY COMMUNICATIONS CENTER.
21 22 23	(c) An employer may not require or demand, as a condition of employment, prospective employment, or continued employment, that an individual submit to or take a polygraph examination or similar test.
$\frac{24}{25}$	(d) (1) Each application for employment shall set out, in bold–faced upper case type, the following notice:
26 27 28 29	"Under Maryland law, an employer may not require or demand, as a condition of employment, prospective employment, or continued employment, that an individual submit to or take a polygraph examination or similar test. An employer who violates this law is guilty of a misdemeanor and subject to a fine not exceeding \$100."

Each application shall provide a space for an applicant to sign an

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(2)

acknowledgment of the notice required under this subsection.

$\frac{1}{2}$	(e) An applicant shall sign the acknowledgment of the notice required under subsection (d) of this section.
3 4 5	(f) If an employer violates subsection (c) or (d) of this section, an applicant for employment or prospective employment or an employee may submit to the Commissioner a written complaint.
6 7	(g) (1) Whenever the Commissioner determines that this section has been violated, the Commissioner may:
8 9	(i) try to resolve any issue involved in the violation informally by mediation; or
10 11	(ii) ask the Attorney General to bring an action on behalf of the applicant or employee.
12 13	(2) The Attorney General may bring an action under this section in the county where the violation allegedly occurred, for injunctive relief, damages, or other relief.
14 15	(h) An employer who violates any provision of this section is guilty of a misdemeanor and on conviction is subject to a fine not exceeding \$100.
16 17	SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect October 1, 2022.
	Approved:
	Governor.
	Speaker of the House of Delegates.
	President of the Senate.