

SENATE BILL 26

K3, P1, L6

(PRE-FILED)

5lr1337
CF HB 176

By: **Senator Kramer**

Requested: October 23, 2024

Introduced and read first time: January 8, 2025

Assigned to: Finance

Committee Report: Favorable with amendments

Senate action: Adopted

Read second time: February 16, 2025

CHAPTER _____

1 AN ACT concerning

2 **Labor and Employment – Occupational Safety and Health – Revisions**
3 **(Davis Martinez Public Employee Safety and Health Act)**

4 FOR the purpose of ~~requiring the Commissioner of Labor and Industry to appoint an~~
5 ~~Assistant Commissioner for Public Employees' Safety and Health for certain~~
6 ~~purposes~~, establishing the Public Employees' Safety and Health Unit in the Division
7 of Labor and Industry to administer and enforce certain provisions regarding the
8 oversight of workplace safety and health of employees of certain public bodies;
9 altering the Maryland Occupational Safety and Health Act as it applies to certain
10 public bodies; repealing the prohibition on certain penalties being applied to public
11 bodies; requiring the Attorney General to provide certain notices and prioritize
12 certain requests for administrative warrants; requiring the revenues from certain
13 civil penalties to be used for the Maryland Apprenticeship and Training Program;
14 requiring the Commissioner, in consultation with the Occupational Safety and
15 Health Advisory Board, to adopt regulations that protect employees of public bodies
16 from workplace violence; and generally relating to the Maryland Occupational Safety
17 and Health Act.

18 BY repealing and reenacting, with amendments,

19 Article – Labor and Employment

20 Section ~~2-104(b)~~, 5-101, 5-102, 5-104, ~~5-202~~, 5-206, 5-207, ~~5-208~~, 5-211, 5-212,
21 5-308, 5-702, 5-804, 5-811, and 5-812

22 Annotated Code of Maryland

23 (2016 Replacement Volume and 2024 Supplement)

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.

Underlining indicates amendments to bill.

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



1 BY repealing
 2 Article – Labor and Employment
 3 Section 5–801
 4 Annotated Code of Maryland
 5 (2016 Replacement Volume and 2024 Supplement)

6 BY adding to
 7 Article – Labor and Employment
 8 Section 5–1301 and 5–1302 to be under the new subtitle “Subtitle 13. Standards for
 9 Preventing Workplace Violence”
 10 Annotated Code of Maryland
 11 (2016 Replacement Volume and 2024 Supplement)

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

14 **Article – Labor and Employment**

15 ~~2–104.~~

16 ~~(b) (1) The Commissioner shall appoint an Assistant Commissioner for~~
 17 ~~Occupational Safety and Health AND AN ASSISTANT COMMISSIONER FOR PUBLIC~~
 18 ~~EMPLOYEES’ SAFETY AND HEALTH, subject to the approval of the Secretary.~~

19 ~~(2) The [Assistant Commissioner is] ASSISTANT COMMISSIONERS ARE~~
 20 ~~in the management service in the State Personnel Management System and serves at the~~
 21 ~~pleasure of the Commissioner.~~

22 ~~(3) The [Assistant Commissioner is] ASSISTANT COMMISSIONERS ARE~~
 23 ~~entitled to the salary provided in the State budget.~~

24 5–101.

25 (a) In this title the following words have the meanings indicated.

26 (b) “Commissioner” means the Commissioner of Labor and Industry.

27 (c) (1) “Employee” means, except as provided in § 5–401 of this title, an
 28 individual whom an employer employs, for a wage or other compensation, in the business
 29 of the employer.

30 (2) “Employee” includes:

31 (i) an individual whom a [governmental unit] **PUBLIC BODY**
 32 employs;

1 (ii) an individual who is licensed as a taxicab driver and leases or
2 rents a taxicab from a person who operates or owns a taxicab business in Baltimore City;

3 (iii) an individual who is employed for part-time or temporary help
4 by a [governmental unit] **PUBLIC BODY** or person who engages in a business that directly
5 employs individuals to provide part-time or temporary help to another [governmental unit]
6 **PUBLIC BODY** or person; and

7 (iv) an individual who performs work for a [governmental unit]
8 **PUBLIC BODY** or person to whom the individual is provided by another [governmental
9 unit] **PUBLIC BODY** or person who engages in a business that directly employs individuals
10 to provide part-time or temporary help.

11 (d) (1) "Employer" means:

12 (i) except as provided in § 5-401 of this title, a person who is
13 engaged in commerce, industry, trade, or other business in the State and employs at least
14 one employee in that business; or

15 (ii) a public body.

16 (2) "Employer" includes:

17 (i) a person who operates or owns a taxicab business in Baltimore
18 City and leases or rents a taxicab to a licensed taxicab driver, to provide services to the
19 public;

20 (ii) a governmental unit or person who engages in a business that
21 directly employs individuals to provide part-time or temporary help to another
22 governmental unit or person; and

23 (iii) a governmental unit or person who contracts directly with
24 another governmental unit or person who engages in a business that directly employs
25 individuals to provide part-time or temporary help to another governmental unit or person.

26 (e) ~~(1) "FIELDWORK LOCATION" MEANS A PLACE WHERE AN EMPLOYEE~~
27 ~~OF A PUBLIC BODY GOES TO CONDUCT WORK ON BEHALF OF THE PUBLIC BODY THAT~~
28 ~~IS AWAY FROM A FACILITY THAT IS RENTED, LEASED, OR OWNED BY A PUBLIC BODY.~~

29 ~~(2) "FIELDWORK LOCATION" INCLUDES A DRIVING ROUTE THAT AN~~
30 ~~EMPLOYEE REGULARLY TRAVELS IN THE PERFORMANCE OF DUTIES FOR THE~~
31 ~~PUBLIC BODY.~~

32 ~~(F)~~ "Occupational safety and health standard" means a regulation that requires:

1 (1) a condition that is reasonably appropriate or necessary to make
2 employment and places of employment safe and healthful; or

3 (2) the adoption or use of a means, method, operation, practice, or process
4 that is reasonably appropriate or necessary to make employment and places of employment
5 safe and healthful.

6 ~~{f}~~ ~~{g}~~ “Person” includes a successor.

7 ~~{g}~~ ~~{h}~~ ~~{i}~~ “Place of employment” means a place in or about which an
8 employee is allowed to work.

9 ~~{2}~~ ~~“PLACE OF EMPLOYMENT” INCLUDES:~~

10 ~~{i}~~ ~~A FACILITY THAT IS RENTED, LEASED, OR OWNED BY A~~
11 ~~PUBLIC BODY; AND~~

12 ~~{ii}~~ ~~A FIELDWORK LOCATION.~~

13 ~~{h}~~ ~~{i}~~ “Public body” means:

14 (1) a governmental unit;

15 (2) a public or quasi-public corporation of the State;

16 (3) a school district in the State or any unit of the district; or

17 (4) a special district in the State or any unit of the district.

18 ~~{j}~~ ~~{i}~~ (1) **“WORKPLACE VIOLENCE” MEANS AN ACT OF VIOLENCE OR A**
19 **THREAT OF VIOLENCE THAT OCCURS AT A PLACE OF EMPLOYMENT AND THAT IS NOT**
20 **A LAWFUL ACT OF SELF-DEFENSE OR DEFENSE OF ANOTHER PERSON.**

21 (2) **“WORKPLACE VIOLENCE” INCLUDES, REGARDLESS OF WHETHER**
22 **THE EMPLOYEE IS PHYSICALLY OR PSYCHOLOGICALLY INJURED:**

23 (I) **USING OR THREATENING TO USE PHYSICAL FORCE AGAINST**
24 **AN EMPLOYEE; OR**

25 (II) **AN INCIDENT INVOLVING THE USE OF OR THREATENING THE**
26 **USE OF A FIREARM OR OTHER DANGEROUS WEAPON.**

27 5-102.

28 (a) The General Assembly finds that:

1 (1) personal injuries and illnesses that arise out of conditions of
2 employment substantially burden employers and employees in terms of lost production,
3 medical expenses, disability compensation payments, and lost wages; [and]

4 (2) the prevention of these injuries and illnesses is in the best interest and
5 welfare of the people and the State; **AND**

6 **(3) PUBLIC BODIES SHOULD BE LEADERS IN CREATING AND**
7 **MAINTAINING SAFE AND HEALTHY WORKPLACES.**

8 (b) The purposes of this title are to ensure, to the extent practicable, that each
9 working [man and woman] **INDIVIDUAL** in the State has working conditions that are safe
10 and healthful and to preserve human resources by:

11 (1) providing that employers and employees have separate but dependent
12 responsibilities and rights with respect to making working conditions safe and healthful;

13 (2) providing for the development and adoption of occupational safety and
14 health standards, **INCLUDING STANDARDS THAT ADDRESS WORKPLACE VIOLENCE**;

15 (3) providing for training and other education of personnel so that
16 occupational safety and health standards are administered fairly and efficiently;

17 (4) providing an effective compliance and enforcement program under this
18 title;

19 (5) encouraging employers and employees to:

20 (i) reduce the number of occupational health and safety hazards at
21 their places of employment; and

22 (ii) create or improve programs to make working conditions safe and
23 healthful;

24 (6) encouraging joint efforts of labor and management to reduce diseases
25 and injuries that arise out of employment;

26 (7) building on advances already made through the initiatives of employers
27 and employees to make working conditions safe and healthful;

28 (8) developing innovative approaches, methods, and techniques to deal
29 with occupational safety and health problems;

30 (9) providing for research in the field of occupational safety and health;

1 (10) conducting research on occupational health problems, including
2 research to:

3 (i) identify causal connections between diseases and work in
4 environmental conditions; and

5 (ii) explore ways to discover latent diseases;

6 (11) providing medical criteria to ensure, to the extent practicable, that
7 work does not diminish the functional capacity, health, or life expectancy of an employee;

8 (12) providing for reporting procedures on occupational safety and health
9 that are appropriate to help to achieve the purposes of this title and to describe accurately
10 the nature of occupational safety and health problems;

11 (13) providing for the dissemination of information about health and safety
12 hazards posed by toxic and hazardous substances to which workers are exposed;

13 (14) requiring employers to educate employees who work with hazardous
14 substances about the hazards of the substances and about safe procedures;

15 (15) requiring employers to give information to governmental units that are
16 charged with fire protection, to protect the health and safety of firefighters and the public;
17 [and]

18 (16) providing information and incentives for employers and employees to
19 make ridesharing arrangements; AND

20 **(17) MAKING WORKPLACES OF PUBLIC BODIES SAFER AND MORE**
21 **HEALTHFUL BY REQUIRING:**

22 **(I) PUBLIC BODIES TO CREATE OR IMPROVE PROGRAMS AND**
23 **PLANS RELATED TO WORKPLACE VIOLENCE;**

24 **(II) THAT WORKPLACES OF PUBLIC BODIES BE INSPECTED**
25 **REGULARLY; AND**

26 **(III) THAT WORKPLACES OF PUBLIC BODIES BE MAINTAINED SO**
27 **THAT:**

28 ~~**1. RESIDENTS AND THOSE SERVED BY PUBLIC BODIES**~~
29 ~~**ARE SAFE AND HEALTHY; AND**~~

30 ~~**2. EMPLOYEES ARE PROVIDED PLACES OF EMPLOYMENT**~~
31 ~~**THAT ARE SAFE, HEALTHY, AND PRODUCTIVE OVER THE COURSE OF THEIR**~~
32 ~~**CAREERS.**~~

1 5-104.

2 (a) Each employer shall provide each employee of the employer with employment
3 and a place of employment that are:

4 (1) safe and healthful; and

5 (2) free from each recognized hazard that is causing or likely to cause death
6 or serious physical harm to the employee.

7 (b) (1) Each employer shall comply with this title, each applicable regulation
8 that the Commissioner adopts to carry out this title, and each applicable order that the
9 Commissioner passes under this title.

10 (2) Each employee shall comply with this title and, when applicable to the
11 employee's actions and conduct in the course of employment, each regulation that the
12 Commissioner passes under this title.

13 (c) (1) Each employer shall keep its employees informed of their protections
14 and duties under this title, including each applicable occupational safety and health
15 standard, by:

16 [(1)] (I) posting notice where notices to employees normally are posted;
17 or

18 [(2)] (II) using other appropriate means.

19 (2) **IN ADDITION TO THE REQUIREMENTS UNDER PARAGRAPH (1) OF**
20 **THIS SUBSECTION, EACH PUBLIC BODY ANNUALLY SHALL SEND ~~BY E-MAIL~~ TO EACH**
21 **OF ITS EMPLOYEES A COPY OF:**

22 (I) **THE REPORT ISSUED BY THE ~~ASSISTANT~~ COMMISSIONER**
23 **~~FOR PUBLIC EMPLOYEES' SAFETY AND HEALTH UNDER § 5-206(F) OF THIS TITLE;~~**
24 **AND**

25 (II) **CITATIONS ISSUED BY THE COMMISSIONER TO THE PUBLIC**
26 **BODY IN THE IMMEDIATELY PRECEDING YEAR, IF ANY.**

27 ~~5-202.~~

28 (a) (1) ~~[The] EXCEPT AS PROVIDED IN PARAGRAPH (2) OF THIS~~
29 ~~SUBSECTION, THE Commissioner may delegate to the [assistant commissioner]~~
30 ~~ASSISTANT COMMISSIONER for [occupational safety] OCCUPATIONAL SAFETY and~~
31 ~~[health] HEALTH any duty or function of the Commissioner under this title.~~

~~(2) THE COMMISSIONER SHALL DELEGATE TO THE ASSISTANT COMMISSIONER FOR PUBLIC EMPLOYEES' SAFETY AND HEALTH ANY DUTY OR FUNCTION RELATED TO THE ADMINISTRATION AND ENFORCEMENT OF THIS TITLE WITH RESPECT TO PUBLIC BODIES.~~

~~(b) (1) The Commissioner may enter into a written agreement with a governmental unit to delegate any power of inspection under this title.~~

~~(2) An agreement under this subsection shall:~~

~~(i) specify the procedure to be used in an inspection under the agreement;~~

~~(ii) enable the Commissioner to monitor an inspection power under the agreement; and~~

~~(iii) enable the Commissioner to revoke the agreement at any time.~~

5-206.

~~(A) (1) IN THIS SECTION THE FOLLOWING WORDS HAVE THE MEANINGS INDICATED.~~

~~(2) "ASSISTANT COMMISSIONER" MEANS THE ASSISTANT COMMISSIONER FOR PUBLIC EMPLOYEES' SAFETY AND HEALTH.~~

~~(3), "UNIT" MEANS THE PUBLIC EMPLOYEES' SAFETY AND HEALTH UNIT.~~

~~(B) THERE IS A PUBLIC EMPLOYEES' SAFETY AND HEALTH UNIT IN THE DIVISION OF LABOR AND INDUSTRY.~~

~~(C) THE ASSISTANT COMMISSIONER SHALL BE THE HEAD OF THE UNIT.~~

~~[(a)] (D) The ASSISTANT Commissioner shall, SUBJECT TO THE APPROVAL OF THE COMMISSIONER, provide for and maintain a comprehensive and effective program on occupational safety and health for employees of public bodies THAT IS ADMINISTERED AND ENFORCED BY THE UNIT.~~

~~[(b)] (E) The program under this section shall:~~

~~(1) be generally consistent with this title; [and]~~

~~(2) require each public body to:~~

1 (i) provide conditions and places of employment that are safe and
2 healthful;

3 (ii) develop, conduct, and maintain in each unit of the public body a
4 program of self-inspection that the ~~ASSISTANT~~ Commissioner approves AND MONITORS;

5 (iii) keep and make available to the ~~ASSISTANT~~ Commissioner each
6 record that the Commissioner requires under this title and for development of information
7 about occupational accidents, illnesses, and injuries, to allow proper evaluation and
8 necessary corrective action; and

9 (iv) submit each report that the Commissioner requires; AND

10 **(3) IN ADDITION TO A SELF-INSPECTION REQUIRED UNDER ITEM**
11 **(2)(II) OF THIS SUBSECTION, INCLUDE AN INSPECTION PROGRAM DEVELOPED,**
12 **CONDUCTED, AND MAINTAINED BY THE UNIT THAT:**

13 ~~(I) REQUIRES THE UNIT TO ROUTINELY INSPECT THE~~
14 ~~WORKPLACES OF PUBLIC BODIES, INCLUDING FIELDWORK LOCATIONS;~~

15 ~~(II) PRIORITIZES WORKPLACES AND OCCUPATIONS THAT~~
16 ~~PRODUCE THE MOST COMPLAINTS AND CITATIONS;~~

17 ~~(III) INCLUDES RANDOM INSPECTIONS THAT OCCUR WITHOUT~~
18 ~~NOTICE TO THE PUBLIC BODY THAT OWNS OR OPERATES THE WORKPLACE;~~

19 ~~(IV) ASSESSES THE FIELDWORK LOCATIONS AND~~
20 ~~CIRCUMSTANCES OF EMPLOYEES OF PUBLIC BODIES WHO DO NOT WORK IN A~~
21 ~~TRADITIONAL WORKPLACE BUT INSTEAD WORK AT VARYING ASSIGNED FIELDWORK~~
22 ~~LOCATIONS; AND~~

23 ~~(V) OTHERWISE COMPLIES WITH THE INSPECTION~~
24 ~~REQUIREMENTS OF § 5-208 OF THIS SUBTITLE.~~

25 [(c) The Commissioner shall monitor the program of each public body for
26 self-inspection.

27 (d) The penalties under Subtitle 8 of this title do not apply to a public body.]

28 **(F) (1) SUBJECT TO PARAGRAPH (2) OF THIS SUBSECTION, ON OR**
29 **BEFORE JULY 1 EACH YEAR THE ASSISTANT COMMISSIONER SHALL PUBLISH**
30 **ONLINE A WRITTEN REPORT ON SAFETY AND HEALTH IN PUBLIC BODIES.**

31 **(2) THE REPORT UNDER PARAGRAPH (1) OF THIS SUBSECTION SHALL**
32 **INCLUDE:**

1 (I) A SUMMARY OF THE WORK AND FINDINGS OF THE UNIT;

2 (II) A SUMMARY OF ANY NEW REGULATIONS ADOPTED DURING
3 THE IMMEDIATELY PRECEDING YEAR;

4 (III) A SUMMARY OF TRENDING SAFETY AND HEALTH ISSUES
5 RELATED TO EMPLOYEES OF PUBLIC BODIES; AND

6 (IV) A LIST OF ANY:

7 1. HAZARDOUS WORKPLACE CIRCUMSTANCES FOUND AT
8 THE WORKPLACES OF PUBLIC BODIES DURING THE IMMEDIATELY PRECEDING YEAR;
9 AND

10 2. CITATIONS ISSUED TO PUBLIC BODIES DURING THE
11 IMMEDIATELY PRECEDING YEAR.

12 (G) THIS SECTION DOES NOT LIMIT OR PRECLUDE THE COMMISSIONER OR
13 AN AUTHORIZED REPRESENTATIVE OF THE COMMISSIONER FROM INSPECTING A
14 PUBLIC BODY IN ACCORDANCE WITH ANY OTHER PROVISION UNDER THIS TITLE.

15 5-207.

16 (A) On request of the Commissioner, the Attorney General may proceed in a State
17 or federal court or before any other federal unit:

18 (1) to enforce a decision of the Commissioner under this title;

19 (2) subject to § 3-302 of the State Finance and Procurement Article, to
20 collect a civil penalty that is assessed by order of the Commissioner under this title; or

21 (3) to enforce any other order of the Commissioner under this title.

22 (B) IF THE REQUEST UNDER SUBSECTION (A) OF THIS SECTION CONCERNS
23 A PUBLIC BODY, THE ATTORNEY GENERAL SHALL:

24 (1) PROVIDE NOTICE OF THE REQUEST TO ALL AFFECTED EMPLOYEES
25 OF THE PUBLIC BODY AND ANY EMPLOYEE REPRESENTATIVES; AND

26 (2) PROVIDE NOTICE OF THE REQUEST TO THE GOVERNOR, THE
27 PRESIDENT OF THE SENATE, AND THE SPEAKER OF THE HOUSE OF DELEGATES.

28 ~~5-208.~~

1 ~~(a) The Commissioner or authorized representative of the Commissioner may~~
2 ~~enter a place of employment where work is performed, without delay at any reasonable~~
3 ~~time, to:~~

4 ~~(1) inspect the place of employment;~~

5 ~~(2) investigate all pertinent apparatus, conditions, devices, equipment,~~
6 ~~materials, [and] structures, AND VEHICLES at the place of employment; and~~

7 ~~(3) question privately an agent, employee, or employer.~~

8 ~~(b) (1) Subject to any regulation that the Commissioner adopts to carry out~~
9 ~~this title, a representative chosen by employees and a representative of the employer shall~~
10 ~~be given an opportunity to accompany the Commissioner or an authorized representative~~
11 ~~of the Commissioner during an inspection under this subtitle.~~

12 ~~(2) If there is no authorized employee representative, the Commissioner~~
13 ~~shall consult with a reasonable number of employees about safety and health in the place~~
14 ~~of employment.~~

15 ~~(c) (1) Before or during an inspection, an employee or authorized~~
16 ~~representative of employees in a place of employment or authorized representative of the~~
17 ~~Commissioner may give the Commissioner written notice of any violation of this title that~~
18 ~~the employee or representative has reason to believe exists at the place of employment of~~
19 ~~the employee.~~

20 ~~(2) The Commissioner shall set, by regulation, procedures for informal~~
21 ~~review of any refusal to issue a citation on the basis of notice under this subsection.~~

22 ~~(3) If an employee or authorized representative of employees asks for~~
23 ~~informal review under this subsection, the Commissioner shall give the employee or~~
24 ~~representative a written statement of the reasons for the final disposition.~~

25 ~~(D) THE COMMISSIONER OR AUTHORIZED REPRESENTATIVE OF THE~~
26 ~~COMMISSIONER MAY:~~

27 ~~(1) ACCOMPANY AND FOLLOW AN EMPLOYEE OF A PUBLIC BODY TO~~
28 ~~ANY FIELDWORK LOCATIONS WHERE THE EMPLOYEE IS CONDUCTING WORK ON~~
29 ~~BEHALF OF THE PUBLIC BODY; AND~~

30 ~~(2) ENTER ANY FIELDWORK LOCATIONS THAT THE EMPLOYEE OF A~~
31 ~~PUBLIC BODY HAS CAUSE TO ENTER WHILE ACCOMPANYING THE EMPLOYEE.~~

1 (a) Whenever an individual who is authorized to inspect property in the State is
 2 denied access after the individual makes a proper request to the owner, lessee, or other
 3 person in charge of the property, the individual may apply to the District Court for an
 4 administrative search warrant under this section.

5 (b) Each application under this section shall:

6 (1) state the nature, purpose, and scope of the inspection; and

7 (2) show that:

8 (i) the applicant:

9 1. is authorized by law to inspect the property to which
 10 access was denied; and

11 2. requested access at a reasonable time;

12 (ii) access was denied; and

13 (iii) the inspection is for a purpose related to safety or health.

14 (c) **(1)** An application may not be submitted to the District Court unless
 15 approved by the Attorney General.

16 **(2) IF THE ~~ASSISTANT COMMISSIONER OF PUBLIC EMPLOYEES'~~**
 17 **~~SAFETY AND HEALTH~~ OR AN AUTHORIZED REPRESENTATIVE OF THE ~~ASSISTANT~~**
 18 **COMMISSIONER APPLIES FOR AN ADMINISTRATIVE SEARCH WARRANT UNDER**
 19 **SUBSECTION (A) OF THIS SECTION, THE ATTORNEY GENERAL SHALL PRIORITIZE**
 20 **AND EXPEDITE REVIEW OF THE APPLICATION.**

21 (d) On application in accordance with this section, the District Court may issue
 22 an administrative search warrant.

23 5-212.

24 (a) (1) Except as provided in paragraph (2) of this subsection, if after an
 25 inspection or investigation, the Commissioner or authorized representative of the
 26 Commissioner is of the opinion that an employer has violated a duty under this title or an
 27 order passed under this title or an occupational safety and health standard or other
 28 regulation adopted to carry out this title, the Commissioner or authorized representative
 29 shall issue a citation to the employer with reasonable promptness, not to exceed the earlier
 30 of 90 days from the date of the closing conference on the inspection or investigation or 6
 31 months from the occurrence of the violation.

1 (2) If the incident investigated by the Commissioner involves a fatality or
2 serious physical harm, the Commissioner shall issue a citation with reasonable
3 promptness, not to exceed 6 months from occurrence of the violation.

4 (3) If an employer to whom a citation is issued is a unit of the State
5 government, the Commissioner or authorized representative shall send a copy of the
6 citation to the secretary of the principal department to which the unit is assigned or, if the
7 unit is not part of a principal department, the head of the unit.

8 **(4) IF AN EMPLOYER TO WHOM A CITATION IS ISSUED IS A PUBLIC**
9 **BODY OTHER THAN A UNIT OF THE STATE GOVERNMENT, THE COMMISSIONER OR**
10 **AUTHORIZED REPRESENTATIVE SHALL SEND A COPY OF THE CITATION TO THE**
11 **CHIEF EXECUTIVE OFFICER OF THE PUBLIC BODY AND ANY LEGISLATIVE BODY THAT**
12 **HAS OVERSIGHT OF THE PUBLIC BODY.**

13 (b) Each citation under this section shall:

14 (1) be in writing;

15 (2) describe, with particularity, the nature of the alleged violation;

16 (3) reference the provision of this title, order, or occupational safety and
17 health standard or other regulation that the employer is alleged to have violated; and

18 (4) set a reasonable period for abatement and correction of the alleged
19 violation.

20 (c) **(1)** In accordance with any regulation that the Commissioner adopts to
21 carry out this title, an employer who is issued a citation shall post the citation or a copy of
22 it conspicuously at or near each place where the citation alleges a violation occurred.

23 **(2) IN ADDITION TO THE POSTING REQUIREMENT UNDER PARAGRAPH**
24 **(1) OF THIS SUBSECTION, A PUBLIC BODY THAT IS ISSUED A CITATION SHALL SEND**
25 ~~BY E-MAIL~~ **A COPY OF THE CITATION TO ALL AFFECTED EMPLOYEES.**

26 (d) The Commissioner may establish, by regulation, procedures for issuance of a
27 notice instead of a citation for a de minimis violation that has no direct or immediate
28 relationship to safety or health.

29 **(E) (1) IF A PUBLIC BODY, AFTER RECEIVING NOTICE FROM THE**
30 **COMMISSIONER, DOES NOT COMPLY WITH THE REQUIREMENTS UNDER SUBSECTION**
31 **(C) OF THIS SECTION, THE PUBLIC BODY IS SUBJECT TO A CIVIL PENALTY OF \$500**
32 **PER DAY FOR EACH DAY DURING A 30-DAY PERIOD THAT THE PUBLIC BODY IS NOT**
33 **IN COMPLIANCE.**

1 **(2) A CIVIL PENALTY ASSESSED UNDER PARAGRAPH (1) OF THIS**
 2 **SUBSECTION SHALL INCREASE TO \$1,000 FOR EACH DAY, BEGINNING ON THE 31ST**
 3 **DAY, THAT THE PUBLIC BODY IS NOT IN COMPLIANCE.**

4 5–308.

5 **(A) [The] SUBJECT TO SUBSECTION (B) OF THIS SECTION, THE** Board shall
 6 advise, consult with, propose, and recommend to the Commissioner reasonable regulations:

7 (1) to prevent conditions that are detrimental to safety and health in each
 8 employment or place of employment in the State; and

9 (2) that the Board finds are necessary to protect and to improve the safety
 10 and health of employees on the basis of circumstantial evidence and information that:

11 (i) is developed by the Commissioner;

12 (ii) is available to the Commissioner; or

13 (iii) is submitted by an interested person to the Board at a public
 14 hearing held under § 5–310(d) of this subtitle.

15 **(B) TO CARRY OUT THE REQUIREMENTS OF SUBSECTION (A) OF THIS**
 16 **SECTION WITH RESPECT TO PUBLIC BODIES, THE BOARD SHALL:**

17 **(1) GIVE SPECIFIC CONSIDERATION TO THE WORKPLACE CONDITIONS**
 18 **AND SAFETY AND HEALTH CONCERNS OF EMPLOYEES; AND**

19 **(2) RECOMMEND HIGHER STANDARDS, IF WARRANTED.**

20 5–702.

21 **(a) (1) [The] SUBJECT TO PARAGRAPH (2) OF THIS SUBSECTION, THE**
 22 **Commissioner may require, by regulation, that an employer keep:**

23 **[(1)] (I)** an accurate record of:

24 **[(i)] 1.** each work–related death;

25 **[(ii)] 2.** each work–related illness; and

26 **[(iii)] 3.** each work–related injury other than a minor injury that
 27 requires only first aid treatment and does not involve loss of consciousness, medical
 28 treatment, restriction of motion or work, or transfer to another job; and

1 [(2)] (II) each other record about an activity of the employer under this
 2 title that the Commissioner considers appropriate or necessary to develop information
 3 about the causes and prevention of occupational accidents, illnesses, and injuries.

4 (2) ~~(H)~~ THE COMMISSIONER SHALL REQUIRE BY REGULATION
 5 THAT EACH PUBLIC BODY KEEP AN ACCURATE RECORD OF THE INFORMATION
 6 DESCRIBED UNDER PARAGRAPH (1) OF THIS SUBSECTION.

7 ~~(H) EACH PUBLIC BODY SHALL SUBMIT TO THE COMMISSIONER~~
 8 ~~A QUARTERLY REPORT OF THE RECORDS REQUIRED UNDER SUBPARAGRAPH (I) OF~~
 9 ~~THIS PARAGRAPH IN THE FORM AND MANNER THE COMMISSIONER REQUIRES.~~

10 (b) Each employer shall make available to the Commissioner each record that the
 11 employer is required to keep under subsection [(a)(2)] (A)(1)(II) of this section.

12 (c) An employer shall report orally to the Commissioner an employment accident
 13 within 8 hours after it occurs if the accident results in:

14 (1) the death of an employee; or

15 (2) hospitalization of at least three employees.

16 [5-801.

17 The penalties in this subtitle do not apply to a public body.]

18 5-804.

19 (a) A person may not knowingly make a false certification, false representation,
 20 or false statement in an application, plan, record, report, or other document that is filed or
 21 required to be kept under this title.

22 (b) A person who violates any provision of subsection (a) of this section is guilty
 23 of a misdemeanor and on conviction is subject to a fine not exceeding \$5,000 or
 24 imprisonment not exceeding 6 months or both.

25 (C) (1) A PERSON WHO HOLDS POLITICAL OFFICE IN THE STATE,
 26 WHETHER ELECTED OR APPOINTED, OR ANY OTHER POSITION OF PROFIT OR TRUST
 27 IN THE GOVERNMENT OF OR IN THE ADMINISTRATION OF THE BUSINESS OF THE
 28 STATE OR ANY COUNTY, MUNICIPALITY, OR OTHER POLITICAL SUBDIVISION THAT
 29 VIOLATES ANY PROVISION OF SUBSECTION (A) OF THIS SECTION IS GUILTY OF A
 30 MISDEMEANOR AND ON CONVICTION IS SUBJECT TO A FINE NOT EXCEEDING \$20,000
 31 OR IMPRISONMENT NOT EXCEEDING 1 YEAR OR BOTH.

1 **(2) A SENTENCE IMPOSED UNDER THIS SUBSECTION SHALL BE**
2 **SEPARATE FROM AND CONSECUTIVE TO A SENTENCE IMPOSED FOR ANY CRIME**
3 **BASED ON THE ACT ESTABLISHING THE VIOLATION OF THIS SUBSECTION.**

4 5–811.

5 (a) **(1)** If a civil penalty that is assessed under this title is not paid in full
6 within 30 days after the penalty becomes final, the Commissioner or the Central Collection
7 Unit may proceed in the District Court to enforce payment.

8 **(2) IF A CIVIL PENALTY THAT IS ASSESSED AGAINST A PUBLIC BODY**
9 **UNDER THIS TITLE IS NOT PAID IN FULL:**

10 **(I) WITHIN 30 DAYS AFTER THE PENALTY BECOMES FINAL, THE**
11 **COMMISSIONER SHALL NOTIFY THE GOVERNOR, THE PRESIDENT OF THE SENATE,**
12 **AND THE SPEAKER OF THE HOUSE OF DELEGATES OF THE UNDERLYING VIOLATION,**
13 **THE PENALTY ASSESSED, AND THE PUBLIC BODY’S FAILURE TO PAY THE PENALTY;**
14 **AND**

15 **(II) WITHIN 75 DAYS AFTER THE PENALTY BECOMES FINAL, THE**
16 **COMMISSIONER MAY INCREASE THE PENALTY BY UP TO FIVE TIMES THE INITIAL**
17 **PENALTY AMOUNT.**

18 (b) In a proceeding under this subsection, the Commissioner or the Central
19 Collection Unit is entitled to judgment in the amount of the civil penalty that remains
20 unpaid on a showing that:

21 (1) the penalty was assessed against the defendant;

22 (2) the penalty has become final;

23 (3) no appeal is pending;

24 (4) the penalty is wholly or partly unpaid; and

25 (5) the defendant:

26 (i) was duly served with a copy of the citation in accordance with
27 the applicable regulations of the Commissioner; or

28 (ii) contested the citation for which the penalty was assessed.

29 5–812.

30 **(A) [Each] EXCEPT AS PROVIDED IN SUBSECTION (B) OF THIS SECTION,**
31 **EACH civil penalty under this title shall be paid into the General Fund of the State.**

1 **(B) THE REVENUES FROM THE CIVIL PENALTIES ASSESSED AGAINST A**
2 **PUBLIC BODY UNDER THIS TITLE SHALL BE DISTRIBUTED TO A SPECIAL FUND TO BE**
3 **USED ONLY FOR THE MARYLAND APPRENTICESHIP AND TRAINING PROGRAM.**

4 **SUBTITLE 13. STANDARDS FOR PREVENTING WORKPLACE VIOLENCE.**

5 **5-1301.**

6 **IN THIS SUBTITLE, “BOARD” HAS THE MEANING STATED IN § 5-301 OF THIS**
7 **TITLE.**

8 **5-1302.**

9 **(A) THE COMMISSIONER SHALL INCLUDE AS PART OF THE OCCUPATIONAL**
10 **SAFETY AND HEALTH STANDARDS ESTABLISHED UNDER THIS TITLE STANDARDS**
11 **FOR PROTECTING EMPLOYEES OF PUBLIC BODIES FROM WORKPLACE VIOLENCE.**

12 **(B) SUBJECT TO SUBSECTION (C) OF THIS SECTION, ON OR BEFORE**
13 **OCTOBER 1, 2026, THE COMMISSIONER, IN CONSULTATION WITH THE BOARD,**
14 **SHALL ADOPT REGULATIONS TO CARRY OUT THIS SECTION.**

15 **(C) BEFORE ADOPTING REGULATIONS UNDER SUBSECTION (B) OF THIS**
16 **SECTION, THE COMMISSIONER SHALL:**

17 **(1) REVIEW AND CONSIDER THE RECOMMENDATIONS ON**
18 **PREVENTING WORKPLACE VIOLENCE CREATED BY THE FEDERAL OCCUPATIONAL**
19 **SAFETY AND HEALTH ADMINISTRATION AND THE NATIONAL INSTITUTE FOR**
20 **OCCUPATIONAL SAFETY AND HEALTH;**

21 **(2) HOLD AT LEAST FOUR MEETINGS SOLICITING INPUT FROM**
22 **CERTIFIED EXCLUSIVE REPRESENTATIVES OF EMPLOYEES OF PUBLIC BODIES ON**
23 **THE BEST WAYS TO PREVENT WORKPLACE VIOLENCE; AND**

24 **(3) HOLD MEETINGS IN AT LEAST FOUR GEOGRAPHICALLY DIVERSE**
25 **LOCATIONS IN THE STATE TO RECEIVE INPUT FROM INTERESTED PARTIES ON THE**
26 **BEST WAYS TO PREVENT WORKPLACE VIOLENCE.**

27 **SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect**
28 **October 1, 2025.**