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## **HB 309 - State Employee Rights and Protections - Personnel Actions and Harassment - Complaints**

### **POSITION: FAVORABLE**

AFSCME Council 3 represents nearly 30,000 state employees. We support HB 309. This legislation increases the amount of time a state employee can file a complaint alleging harassment against their employer. For alleged violations of § 20–606(A)(5) of the State Government article, this complaint timeline extends from 30 days to 2 years. For alleged violations of § 5–208 of the State Personnel and Pensions article the complaint time extends from 30 days to 1 year.

This important legislation extends the rights and protections of state employees and applicants. A complaint process already exists if state employees and applicants feel they have been a victim of an unfair personnel action related to unlawful employment practices or the protections guaranteed under the Equal Employee Opportunity Program. Increasing the amount of time that state employees can file complaints offers more time for consideration. It is also not uncommon for employees to learn of their rights to complain after the timeline that is currently in place expires.

HB 309 is a good bill. We urge the committee to provide a favorable report.

Every AFSCME Maryland State and University contract guarantees a right to union representation.  
An employee has the right to a union representative if requested by the employee.  
800.492.1996

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