

HOUSE BILL 1154

K3

1lr2395
CF SB 801

By: **Delegate C. Jackson**

Introduced and read first time: February 8, 2021

Assigned to: Economic Matters

A BILL ENTITLED

1 AN ACT concerning

2 **Labor and Employment – Economic Stabilization Act – Alterations**

3 FOR the purpose of prohibiting an employee from counting in the determination of a
4 reduction in operations, under certain circumstances, for the purposes of certain
5 provisions of law; altering the persons to whom an employer is required to provide
6 certain notice of a reduction in operations; altering the information required to be
7 included in a certain notice of a reduction in operations; exempting an employer from
8 a certain notice requirement under certain circumstances; requiring an employer
9 that relies on a certain provision of this Act to provide certain notice as soon as
10 practicable; requiring that certain notice of a reduction in operations be provided by
11 a seller on or before a certain date of sale and a purchaser after a certain date of sale
12 under certain circumstances; requiring a certain individual to be considered an
13 employee of a purchaser immediately after a certain date; making certain stylistic
14 changes; defining a certain term; altering certain definitions; and generally relating
15 to the Economic Stabilization Act.

16 BY repealing and reenacting, with amendments,
17 Article – Labor and Employment
18 Section 11–301, 11–302, and 11–305
19 Annotated Code of Maryland
20 (2016 Replacement Volume and 2020 Supplement)

21 BY repealing and reenacting, without amendments,
22 Article – Labor and Employment
23 Section 11–303
24 Annotated Code of Maryland
25 (2016 Replacement Volume and 2020 Supplement)

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

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



Article – Labor and Employment

11–301.

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

(b) (1) “Employee” means an individual who works for an employer for an hourly or salaried wage or in a managerial and supervisory capacity.

(2) “Employee” does not include individuals who work less than an average of 20 hours per week or have worked for an employer for less than 6 months in the immediately preceding 12 months.

(c) (1) “Employer” means any person, corporation, or other entity that employs at least 50 employees **IN THE STATE** and operates an industrial, commercial, or business enterprise in the State.

(2) “Employer” does not include the State or its political subdivisions or any employer who has been doing business in the State less than 1 year.

(d) **“PERMANENT” MEANS THAT AN EMPLOYER HAS NO INTENT TO RESTORE OPERATIONS AT THE TIME THAT THE REDUCTION IN OPERATIONS OCCURS.**

(E) “Reduction in operations” includes:

(1) the relocation of a part of an employer’s operation from 1 workplace to another existing or proposed site **THAT REDUCES THE TOTAL NUMBER OF EMPLOYEES BY AT LEAST 25% OR 15 EMPLOYEES, WHICHEVER IS GREATER;** or

(2) the shutting down of a workplace or a portion of the operations of a workplace that reduces the **TOTAL** number of employees by at least **[25 percent] 25%** or 15 employees, whichever is greater, over any 3–month period.

[(e)] (F) (1) “Workplace” includes a factory, plant, office or other facility where employees produce goods or provide services.

(2) “Workplace” does not include a construction site or other temporary workplace.

11–302.

(A) This subtitle does not apply to reductions in operations if the reduction:

(1) results solely from labor disputes;

(2) occurs in a commercial, industrial, or agricultural enterprise operated

1 by this State or its political subdivisions;

2 (3) occurs at construction sites or other temporary workplaces;

3 (4) results from seasonal factors that are determined by the Department to
4 be customary in the industry; or

5 (5) results when an employer files for bankruptcy under federal
6 bankruptcy laws.

7 **(B) FOR THE PURPOSES OF THIS SUBTITLE, AN EMPLOYEE MAY NOT BE**
8 **COUNTED IN THE DETERMINATION OF A REDUCTION IN OPERATIONS IF THE**
9 **EMPLOYER OFFERS TO TRANSFER THE EMPLOYEE TO:**

10 **(1) A DIFFERENT SITE OF EMPLOYMENT WITHIN A REASONABLE**
11 **COMMUTING DISTANCE; OR**

12 **(2) ANY OTHER SITE OF EMPLOYMENT, REGARDLESS OF COMMUTING**
13 **DISTANCE, THAT THE EMPLOYEE ACCEPTS WITHIN 30 DAYS AFTER THE EMPLOYER'S**
14 **OFFER TO TRANSFER.**

15 11-303.

16 There shall be a quick response program to provide both employers and employees
17 with services to assist in mitigating the impact on employees that occurs with a reduction
18 in operations.

19 11-305.

20 (a) **[An] EXCEPT AS PROVIDED IN SUBSECTION (C) OF THIS SECTION, AN**
21 employer shall provide written notice at least 60 days before initiating a reduction in
22 operations to:

23 (1) all employees at the workplace that **[is] ARE** subject to the reduction in
24 operations;

25 (2) each exclusive representative or bargaining agency that represents
26 **THE** employees at the workplace that **[is] ARE** subject to the reduction in operations;

27 (3) individuals who work less than 20 hours on average each week or have
28 worked for the employer for less than 6 months in the immediately preceding 12 months at
29 the workplace that is subject to the reduction in operations;

30 (4) the Division's dislocated worker unit; and

31 (5) **(I) [all elected officials in the jurisdiction] THE CHIEF ELECTED**

OFFICIAL OF THE POLITICAL SUBDIVISION where the workplace that is subject to the reduction in operations is located; **OR**

(II) IF THE WORKPLACE IS LOCATED IN MORE THAN ONE POLITICAL SUBDIVISION, THE CHIEF ELECTED OFFICIAL OF THE POLITICAL SUBDIVISION TO WHICH THE EMPLOYER PAID THE MOST TAXES FOR THE FISCAL YEAR IMMEDIATELY PRECEDING THE YEAR IN WHICH THE REDUCTION IN OPERATIONS OCCURS.

(b) The notice required under subsection (a) of this section shall include:

(1) the name and address of the workplace where the reduction of operations is expected to occur;

(2) the name, telephone number, and e-mail address of a [workplace supervisory employee as a] **COMPANY OFFICIAL TO** contact for [seeking] further information;

(3) a statement that explains whether the reduction in operations is expected to be permanent or temporary and [whether] **IF** the workplace is expected to shut down; and

(4) the expected date when the reduction in operations will begin.

(C) (1) SUBJECT TO PARAGRAPH (2) OF THIS SUBSECTION, AN EMPLOYER IS NOT REQUIRED TO PROVIDE WRITTEN NOTICE IF:

(I) THE EMPLOYER:

1. A. WAS ACTIVELY SEEKING CAPITAL OR BUSINESS THAT WOULD HAVE ENABLED THE EMPLOYER TO AVOID OR POSTPONE THE REDUCTION IN OPERATIONS; AND

B. REASONABLY BELIEVED IN GOOD FAITH THAT PROVIDING THE WRITTEN NOTICE REQUIRED WOULD HAVE PRECLUDED THE EMPLOYER FROM OBTAINING THE NECESSARY CAPITAL OR BUSINESS; AND

2. THE REDUCTION IN OPERATIONS IS CAUSED BY BUSINESS CIRCUMSTANCES THAT WERE NOT REASONABLY FORESEEABLE AT THE TIME THAT WRITTEN NOTICE WOULD HAVE BEEN REQUIRED TO BE PROVIDED; OR

(II) THE REDUCTION IN OPERATIONS OCCURS DUE TO ANY FORM OF NATURAL DISASTER SUCH AS A FLOOD, AN EARTHQUAKE, OR A DROUGHT.

1 **(2) AN EMPLOYER THAT RELIES ON THIS SUBSECTION SHALL**
2 **PROVIDE NOTICE AS SOON AS PRACTICABLE WITH A BRIEF STATEMENT OF THE**
3 **BASIS FOR NOT PROVIDING WRITTEN NOTICE AT LEAST 60 DAYS BEFORE INITIATING**
4 **A REDUCTION IN OPERATIONS.**

5 **(D) (1) SUBJECT TO PARAGRAPH (2) OF THIS SUBSECTION, FOR A**
6 **REDUCTION IN OPERATIONS THAT WILL RESULT FROM A SALE OF PART OR ALL OF**
7 **AN EMPLOYER'S BUSINESS, THE NOTICE REQUIRED UNDER SUBSECTION (A) OF THIS**
8 **SECTION SHALL BE PROVIDED BOTH BY:**

9 **(I) THE SELLER ON OR BEFORE THE EFFECTIVE DATE OF SALE;**
10 **AND**

11 **(II) THE PURCHASER AFTER THE EFFECTIVE DATE OF SALE.**

12 **(2) AN INDIVIDUAL WHO IS AN EMPLOYEE OF THE SELLER AS OF THE**
13 **EFFECTIVE DATE OF SALE SHALL BE CONSIDERED AN EMPLOYEE OF THE**
14 **PURCHASER IMMEDIATELY AFTER THE EFFECTIVE DATE OF SALE.**

15 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect
16 October 1, 2021.