

HOUSE BILL 1239

K3

8lr3190

By: **Delegate Wilson**

Introduced and read first time: February 8, 2018

Assigned to: Economic Matters

A BILL ENTITLED

1 AN ACT concerning

2 **Labor and Employment – Sexual Harassment – Contractual Waivers**

3 FOR the purpose of providing that a provision in certain employment contracts, policies, or
4 agreements that waive certain rights or remedies to a claim of sexual harassment,
5 discrimination, or retaliation is null and void as being against the public policy of
6 the State; providing for the application of this Act; and generally relating to sexual
7 harassment waivers in employment contracts.

8 BY adding to

9 Article – Labor and Employment

10 Section 3–715

11 Annotated Code of Maryland

12 (2016 Replacement Volume and 2017 Supplement)

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

15 **Article – Labor and Employment**

16 **3–715.**

17 **A PROVISION IN AN EMPLOYMENT CONTRACT, POLICY, OR AGREEMENT THAT**
18 **WAIVES ANY FUTURE SUBSTANTIVE OR PROCEDURAL RIGHT OR REMEDY TO A CLAIM**
19 **OF SEXUAL HARASSMENT, DISCRIMINATION, OR RETALIATION IS NULL AND VOID AS**
20 **BEING AGAINST THE PUBLIC POLICY OF THE STATE.**

21 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall apply to any
22 employment contract, policy, or agreement executed, extended, or renewed on or after the
23 effective date of this Act.

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 SECTION 3. AND BE IT FURTHER ENACTED, That this Act shall take effect
2 October 1, 2018.