

# SENATE BILL 372

E4

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CF 7lr2585

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By: **Carroll County Senators**

Introduced and read first time: January 26, 2017

Assigned to: Judicial Proceedings

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## A BILL ENTITLED

1 AN ACT concerning

2 **Carroll County – Detention Center – Polygraph Testing**

3 FOR the purpose of establishing that a certain prohibition on requiring an employee or a  
4 prospective employee to take a polygraph examination or similar test as a condition  
5 of prospective or continued employment does not apply to an individual employed as  
6 a correctional officer or in a certain other capacity at the Carroll County Detention  
7 Center; and generally relating to polygraph testing of employees of the Carroll  
8 County Detention Center.

9 BY repealing and reenacting, with amendments,  
10 Article – Labor and Employment  
11 Section 3–702  
12 Annotated Code of Maryland  
13 (2016 Replacement Volume)

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

16 **Article – Labor and Employment**

17 3–702.

18 (a) In this section, “employer” means:

19 (1) a person engaged in a business, industry, profession, trade, or other  
20 enterprise in the State;

21 (2) the State;

22 (3) a county; and

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EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 (4) a municipal corporation in the State.

2 (b) (1) This section does not apply to the federal government or any of its units.

3 (2) This section does not apply to an individual who is an employee of or  
4 applies for assignment to the Intelligence and Investigative Division of the Department of  
5 Public Safety and Correctional Services.

6 (3) This section does not apply to an individual who applies for employment  
7 or is employed:

8 (i) as a law enforcement officer, as defined in § 3–101 of the Public  
9 Safety Article;

10 (ii) as an employee of a law enforcement agency of the State, a  
11 county, or a municipal corporation;

12 (iii) as a communications officer of the Calvert County Control  
13 Center;

14 (iv) as a correctional officer of a State correctional facility;

15 (v) as an employee of a State correctional facility in any capacity  
16 that involves direct contact with an inmate in a State correctional facility;

17 (vi) as a correctional officer of the Calvert County Detention Center  
18 or in any other capacity that involves direct personal contact with an inmate in the  
19 Detention Center;

20 **(VII) AS A CORRECTIONAL OFFICER OF THE CARROLL COUNTY**  
21 **DETENTION CENTER OR IN ANY OTHER CAPACITY THAT INVOLVES DIRECT**  
22 **PERSONAL CONTACT WITH AN INMATE IN THE DETENTION CENTER;**

23 [(vii)] **(VIII)** as a correctional officer of the Washington County  
24 Detention Center or in any other capacity that involves direct personal contact with an  
25 inmate in the Center; or

26 [(viii)] **(IX)** as a correctional officer of:

27 1. the Baltimore County Detention Center;

28 2. the Cecil County Detention Center;

29 3. the Charles County Detention Center;

30 4. the Frederick County Adult Detention Center;

1                   5.     the Harford County Detention Center; or

2                   6.     the St. Mary's County Detention Center.

3                   (4)    This section does not apply to an applicant for employment as a  
4   correctional officer of a local correctional facility.

5                   (5)    This section does not apply to an applicant for employment with either  
6   the Anne Arundel County Department of Detention Facilities or the Caroline County  
7   Department of Corrections in any capacity that involves direct contact with an inmate in  
8   either the Anne Arundel County Department of Detention Facilities or the Caroline County  
9   Department of Corrections.

10                  (6)    This section does not apply to an applicant for employment with the  
11   Washington County Emergency Communications Center.

12                  (c)    An employer may not require or demand, as a condition of employment,  
13   prospective employment, or continued employment, that an individual submit to or take a  
14   polygraph examination or similar test.

15                  (d)    (1)    Each application for employment shall set out, in bold-faced upper case  
16   type, the following notice:

17                    "Under Maryland law, an employer may not require or demand, as a condition of  
18   employment, prospective employment, or continued employment, that an individual submit  
19   to or take a polygraph examination or similar test. An employer who violates this law is  
20   guilty of a misdemeanor and subject to a fine not exceeding \$100."

21                  (2)    Each application shall provide a space for an applicant to sign an  
22   acknowledgment of the notice required under this subsection.

23                  (e)    An applicant shall sign the acknowledgment of the notice required under  
24   subsection (d) of this section.

25                  (f)    If an employer violates subsection (c) or (d) of this section, an applicant for  
26   employment or prospective employment or an employee may submit to the Commissioner  
27   a written complaint.

28                  (g)    (1)    Whenever the Commissioner determines that this section has been  
29   violated, the Commissioner may:

30                    (i)    try to resolve any issue involved in the violation informally by  
31   mediation; or

32                    (ii)   ask the Attorney General to bring an action on behalf of the  
33   applicant or employee.

1                   (2)     The Attorney General may bring an action under this section in the  
2 county where the violation allegedly occurred, for injunctive relief, damages, or other relief.

3                   (h)     An employer who violates any provision of this section is guilty of a  
4 misdemeanor and on conviction is subject to a fine not exceeding \$100.

5                   SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect  
6 October 1, 2017.