

# HOUSE BILL 420

D3, K3  
HB 1030/20 – ECM

(PRE-FILED)

1lr1278

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By: **Delegate Wilson**

Requested: October 29, 2020

Introduced and read first time: January 13, 2021

Assigned to: Economic Matters

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## A BILL ENTITLED

1 AN ACT concerning

2 **Employers of Ex-Offenders – Liability for Negligent Hiring or Inadequate**  
3 **Supervision – Immunity**

4 FOR the purpose of establishing that certain employers are not liable, under certain  
5 circumstances, for negligently hiring or failing to adequately supervise an employee  
6 based on evidence that the employee has received probation before judgment for an  
7 offense or has been convicted of an offense; providing that this Act does not limit or  
8 abrogate certain other immunities or defenses; providing for the application of this  
9 Act; defining certain terms; and generally relating to immunity for employers of  
10 ex-offenders.

11 BY adding to  
12 Article – Courts and Judicial Proceedings  
13 Section 5-427  
14 Annotated Code of Maryland  
15 (2020 Replacement Volume)

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

18 **Article – Courts and Judicial Proceedings**

19 **5-427.**

20 **(A) (1) IN THIS SECTION THE FOLLOWING WORDS HAVE THE MEANINGS**  
21 **INDICATED.**

22 **(2) (I) “EMPLOYEE” MEANS AN INDIVIDUAL OTHER THAN AN**  
23 **INDEPENDENT CONTRACTOR WHO PERFORMS SERVICES FOR COMPENSATION FOR**

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EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 AN EMPLOYER UNDER AN ORAL CONTRACT FOR HIRE, WHETHER EXPRESS OR  
2 IMPLIED, OR A WRITTEN CONTRACT.

3 (II) "EMPLOYEE" DOES NOT INCLUDE A PERSON WHO  
4 CONTRACTS TO PERFORM WORK OR PROVIDE A SERVICE FOR THE BENEFIT OF  
5 ANOTHER AND WHO IS:

6 1. PAID BY THE JOB, RATHER THAN BY THE HOUR OR  
7 SOME OTHER TIME-MEASURED BASIS;

8 2. FREE TO HIRE AS MANY HELPERS AS THE PERSON  
9 DESIRES AND TO DETERMINE WHAT EACH HELPER WILL BE PAID; AND

10 3. FREE TO WORK FOR OTHER CONTRACTORS, OR TO  
11 SEND HELPERS TO WORK FOR OTHER CONTRACTORS, WHILE UNDER CONTRACT TO  
12 THE HIRING EMPLOYER.

13 (3) (I) "EMPLOYER" MEANS A PERSON ENGAGED IN A BUSINESS,  
14 AN INDUSTRY, A PROFESSION, A TRADE, OR ANY OTHER ENTERPRISE IN THE STATE.

15 (II) "EMPLOYER" DOES NOT INCLUDE THE STATE, A COUNTY,  
16 OR A MUNICIPALITY IN THE STATE.

17 (B) AN EMPLOYER MAY NOT BE HELD LIABLE FOR NEGLIGENTLY HIRING OR  
18 FAILING TO ADEQUATELY SUPERVISE AN EMPLOYEE BASED ON EVIDENCE THAT THE  
19 EMPLOYEE HAS RECEIVED PROBATION BEFORE JUDGMENT FOR AN OFFENSE OR  
20 HAS BEEN CONVICTED OF AN OFFENSE IF:

21 (1) THE EMPLOYEE HAS:

22 (I) COMPLETED THE TERM OF IMPRISONMENT OR PROBATION  
23 FOR THE OFFENSE; OR

24 (II) BEEN RELEASED ON PAROLE FOR THE OFFENSE; AND

25 (2) THE EMPLOYEE PERFORMS WORK FOR THE EMPLOYER:

26 (I) IN THE MANUFACTURING INDUSTRY;

27 (II) IN THE SHIPPING AND RECEIVING INDUSTRY, EXCLUDING  
28 WORK REQUIRING THE OPERATION OF A MOTOR VEHICLE ON A PUBLIC HIGHWAY OR  
29 STREET;

1                   **(III) IN THE WAREHOUSING INDUSTRY;**

2                   **(IV) ON THE CONSTRUCTION OF NEW STRUCTURES; OR**

3                   **(V) ON THE REHABILITATION OR DEMOLITION OF UNOCCUPIED**  
4 **STRUCTURES.**

5           **(C) THIS SECTION DOES NOT LIMIT OR ABROGATE ANY IMMUNITY FROM**  
6 **CIVIL LIABILITY OR DEFENSE AVAILABLE TO A PERSON UNDER ANY OTHER**  
7 **PROVISION OF THE CODE OR AT COMMON LAW.**

8           SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall be construed to  
9 apply only prospectively and may not be applied or interpreted to have any effect on or  
10 application to any cause of action arising before the effective date of this Act.

11           SECTION 3. AND BE IT FURTHER ENACTED, That this Act shall take effect  
12 October 1, 2021.