

# SENATE BILL 133

P4

(4lr1270)

*ENROLLED BILL*  
— Finance/Appropriations —

Introduced by **Senator Klausmeier**

Read and Examined by Proofreaders:

\_\_\_\_\_  
Proofreader.

\_\_\_\_\_  
Proofreader.

Sealed with the Great Seal and presented to the Governor, for his approval this

\_\_\_\_\_ day of \_\_\_\_\_ at \_\_\_\_\_ o'clock, \_\_\_\_\_ M.

\_\_\_\_\_  
President.

CHAPTER \_\_\_\_\_

1 AN ACT concerning

2 **State Employee Rights and Protections – Personnel Actions and Harassment –**  
3 **Investigation of Complaints**

4 FOR the purpose of increasing the time period during which an investigation must be  
5 conducted and a written decision must be issued regarding a certain complaint filed  
6 by a certain applicant or employee alleging discrimination or harassment by an  
7 employer; authorizing certain applicants and employees to provide written  
8 authorization to increase by an additional number of days the time period during  
9 which an investigation of a complaint and a written decision must be completed;  
10 ~~specifying when an appointing authority is deemed to have acquired certain~~  
11 ~~knowledge relating to a time limit for certain disciplinary action;~~ and generally  
12 relating to State employee rights and protections.

13 BY repealing and reenacting, without amendments,  
14 Article – State Personnel and Pensions

---

**EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.**

[Brackets] indicate matter deleted from existing law.

Underlining indicates amendments to bill.

~~Strike out~~ indicates matter stricken from the bill by amendment or deleted from the law by amendment.

*Italics* indicate opposite chamber/conference committee amendments.



1 Section 5–211  
2 Annotated Code of Maryland  
3 (2015 Replacement Volume and 2023 Supplement)

4 BY repealing and reenacting, with amendments,  
5 Article – State Personnel and Pensions  
6 Section 5–212  
7 Annotated Code of Maryland  
8 (2015 Replacement Volume and 2023 Supplement)

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

11 **Article – State Personnel and Pensions**

12 5–211.

13 (a) An applicant or employee subject to this subtitle may file with the head of the  
14 principal unit a written complaint:

15 (1) that alleges a violation of § 5–208 of this subtitle; or

16 (2) that alleges harassment in violation of § 20–606(a)(5) of the State  
17 Government Article.

18 (b) A complaint under subsection (a)(1) of this section must be filed within 1 year  
19 after the complainant first knew of or reasonably should have known of the alleged violation  
20 that is the basis for the complaint.

21 (c) A complaint under subsection (a)(2) of this section must be filed within 2 years  
22 after the alleged violation that is the basis for the complaint.

23 5–212.

24 **(A) [Within 30] EXCEPT AS PROVIDED IN SUBSECTION (B) OF THIS SECTION,**  
25 **WITHIN 60** days after a complaint under § 5–211 of this subtitle is received:

26 (1) an equal employment officer, under the direction of the fair practices  
27 officer, shall investigate the complaint and recommend a proposed decision to the head of  
28 the principal unit; and

29 (2) the head of the principal unit shall issue a written decision to the  
30 complainant and may grant any appropriate relief.

31 **(B) THE TIME PERIOD UNDER SUBSECTION (A) OF THIS SECTION MAY BE**  
32 **EXTENDED UP TO AN ADDITIONAL 30 DAYS IF THE APPLICANT OR EMPLOYEE WHO**

1 FILED THE COMPLAINT PROVIDES WRITTEN AUTHORIZATION TO THE EQUAL  
2 EMPLOYMENT OFFICER INVESTIGATING THE COMPLAINT.

3 ~~(C) FOR PURPOSES OF THIS SECTION, AN APPOINTING AUTHORITY SHALL~~  
4 ~~BE DEEMED TO HAVE ACQUIRED KNOWLEDGE TO BEGIN THE TIME LIMIT FOR THE~~  
5 ~~IMPOSITION OF DISCIPLINARY ACTION UNDER § 11-106(B) OF THIS ARTICLE ONLY~~  
6 ~~ON RECEIPT BY THE HEAD OF THE PRINCIPAL UNIT OF THE PROPOSED DECISION AS~~  
7 ~~PROVIDED IN SUBSECTION (A) OF THIS SECTION.~~

8 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect  
9 October 1, 2024.

Approved:

\_\_\_\_\_  
Governor.

\_\_\_\_\_  
President of the Senate.

\_\_\_\_\_  
Speaker of the House of Delegates.