

Amendment 1 to Council Bill No. 10-2022

**BY: The Chairperson at the
request of the County Executive**

**Legislative Day No. 4
Date: February 7, 2022**

Amendment No. 1

(This Amendment moves the provision out of the portion of the Code enforced by the Office of Human Rights and Equity and clarifies that enforcement shall be based on the expertise needed to investigate complaints and administer the Subtitle.)

1 On page 1, in line 16, strike “*Subtitle 2. Human Rights*” and substitute “Subtitle 23. COVID-19 Laid-
2 Off Employees; Right of Recall”.

3
4 On page 1, in strike line 17 in its entirety.

5
6 On page 1, in line 21, strike “**Subtitle 2. Human Rights.**” and substitute “**SUBTITLE 23. COVID-19**
7 **LAI-D-OFF EMPLOYEES.**”.

8
9 On page 1, in line 22, strike “**Sec. 12.217A.**” and substitute “**Sec. 12.2300.**”

10
11 On page 5, in line 5, strike “TO THE HUMAN RIGHTS ADMINISTRATOR”.

12
13 On page 5, in line 7, strike “HUMAN RIGHTS ADMINISTRATOR’S”.

14
15 On page 5, after line 8, insert:

16 “**SEC. 12.2301. ENFORCEMENT.**

17 **THIS SUBTITLE SHALL BE ENFORCED BY THE APPROPRIATE COUNTY OR STATE AGENCY AS BASED ON**
18 **THE SPECIFIC EXPERTISE NEEDED TO INVESTIGATE COMPLAINTS AND ADMINISTER THIS SUBTITLE.**”.

I certify this is a true copy of

AI to CB 10-2022
passed on Feb 7, 2022

Michelle Herrera
Council Administrator

Amendment 2 to Council Bill No. 10 - 2022

BY: Opel Jones

Legislative Day 4
Date: February 7, 2022

Amendment No. 2

(This amendment limits the application of the bill to a laid-off employee for 30 months after the date of separation.) (This amendment provides for the termination of the Act.)

1 On page 4:

2 in line 3, strike "DOES" and substitute "SHALL";

3 in line 3, after "APPLY TO", insert ":(1)";

4 in line 5, strike the period and substitute ";OR";

5 after line 5, insert:

6 "(2) A LAID-OFF EMPLOYEE FOR WHOM THERE HAS BEEN MORE THAN 30 MONTHS
7 AFTER THE DATE OF SEPARATION.";

8 ~~_____~~ in line 10, after "RECALL.", insert "(1)"; and

9 ~~_____~~ after line 12, insert:

10 ~~_____~~ "(2) THE RIGHT OF RECALL SHALL BE AVAILABLE TO A LAID-OFF EMPLOYEE FOR
11 THIRTY MONTHS AFTER THE DATE OF SEPARATION."

12 On page 5, strike beginning with "for" in line 12 down through the first "County" in line 13 and
13 substitute "until the end of December 31, 2022".

I certify this is a true copy of

A 2 to CB 10 - 2022
passed on Feb 7, 2022

Michelle Harvey
Council Administrator

Amendment 1 to Amendment No. 2 to Council Bill No. 10-2022

BY: Opel Jones

Legislative Day 4

Date: February 7, 2022

Amendment No. 1 to Amendment No. 2

(This amendment provides for the termination of the Act on December 31, 2022.)

- 1 On page 1 of the amendment, strike the parenthetical in its entirety and substitute:
- 2 *“(This amendment provides for the termination of the Act.)”*.
- 3
- 4 On page 1 of the amendment, strike in their entirety lines 1 through 11 and substitute:
- 5 “On page 5, strike beginning with “for” in line 12 down through the first “County” in line 13 and
- 6 substitute “until the end of December 31, 2022”.

I certify this is a true copy of

A1 to A2 to CB 10-2022

passed on Feb 7, 2022

Michelle Herron

Council Administrator

Amendment 2 to Amendment No. 2 to Council Bill No. 10-2022

BY: Liz Walsh

Legislative Day 4

Date: February 7, 2022

Amendment No. 2 to Amendment 2

(This amendment provides for the termination of the Act on March 30, 2023.)

- 1 On page 1 of the amendment, strike the parenthetical in its entirety and substitute:
- 2 “*(This amendment provides for the termination of the Act.)*”.
- 3
- 4 On page 1 of the amendment, strike in their entirety lines 1 through 11 and substitute:
- 5 “On page 5, strike beginning with “*for*” in line 12 down through the first “*County*” in line 13 and
- 6 substitute “*until the end of March 30, 2023*”.

I certify this is a true copy of
A2 to A2 to CB10-2022
~~passed on~~ Feb 7, 2022
Marilyn O'Leary
Council Administrator

withdrew

Amendment No. 3 to Council Bill No. 10-202²

BY: Liz Walsh

Legislative Day 4
Date: February 7, 2022

Amendment No. 3

(This amendment requires an employer to offer a laid-off employee an offer of employment for which they are qualified two-times.)

- 1 On the title page, in line 1 of the title, after “employees”, insert “a certain number of times”.
- 2 On page 4:
- 3 in line 10, after “*RECALL.*”, insert “(1)”; and
- 4 after line 12, insert:
- 5 “(2) AN EMPLOYER SHALL EXTEND AN OFFER TWO-TIMES TO A LAID-OFF EMPLOYEE FOR A
- 6 POSITION FOR WHICH THE LAID-OFF EMPLOYEE IS QUALIFIED IN ACCORDANCE WITH THE
- 7 IMPLEMENTATION PROCEDURES UNDER SUBSECTION (F) OF THIS SECTION.
- 8 (3) AFTER THE SECOND OFFER OF EMPLOYMENT TO A LAID-OFF EMPLOYEE AS REQUIRED
- 9 UNDER PARAGRAPH (2) OF THIS SUBSECTION IS MADE, AN EMPLOYER IS NOT REQUIRED TO
- 10 EXTEND AN OFFER FOR A POSITION TO A LAID-OFF EMPLOYEE A THIRD-TIME.
- 11 (4) A NOTIFICATION OF AN OFFER OF EMPLOYMENT SHALL BE SENT BY CERTIFIED RETURN
- 12 RECEIPT MAIL TO THE EMPLOYEE’S ADDRESS ON FILE WITH THE EMPLOYER.
- 13 (5) (1) AN EMPLOYEE WHO IS NOTIFIED IN ACCORDANCE WITH THIS SUBSECTION SHALL
- 14 RESPOND WITHIN FIVE (5) CALENDAR DAYS AFTER RECEIPT OF THE NOTIFICATION OF THE
- 15 OFFER OF EMPLOYMENT AS TO WHETHER OR NOT THE EMPLOYEE WILL ACCEPT OR REJECT
- 16 THE OFFER OF EMPLOYMENT.

1

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A3 to CB10-2022

passed on Feb 7, 2022

Michelle Storz
Council Administrator

FAILED

Amendment 4 to Council Bill No. 10 - 2022

BY: David Yungmann

Legislative Day 4
Date: February 7, 2022

Amendment No. 4

(This amendment alters the definition of Hotel Employer.)

- 1 On page 3, in line 4 after "OF A HOTEL" insert "THAT EMPLOYS 25 OR MORE EMPLOYEES".
- 2

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A4 to CB10-2022

passed on

Feb 7, 2022

Michelle Hoerod

Council Administrator

FAILED

Amendment 5 to Council Bill No. 10 - 2022

BY: David Yungmann

**Legislative Day 4
Date: February 7, 2022**

Amendment No. 5

(This amendment clarifies that the right-of-recall applies to laid-off employees who have a length of service of ~~one year~~ 180 days; and performed ~~thirty~~ twenty hours of monthly work in the three months prior to their most recent separation.)

- 1 On page 3:
2 strike beginning with "90" in line 18 down through "MONTHS" in line 19 and substitute
3 "ONE YEAR 180 DAYS";
4 in line 21, insert after the comma, "IN THE THREE (3) MONTHS"
5 in line 23, strike "TWO" and substitute "THIRTY (30) TWENTY (20)";
6 in line 23, after "HOURS OF", insert "MONTHLY"; and;
7 strike beginning with "DURING" in line 23 down through and including "WORKWEEK" in
8 line 24.

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A5 to CB 10-2022

passed on Feb 7 2022

Mushki Hays
Council Administrator

FAILED

Amendment 1 to Amendment 5 to Council Bill No. 10-2022

BY: Deb Jung

Legislative Day No. 4

Date: February 7, 2022

Amendment No. 1

(This Amendment alters the kinds of laid-off employees who would be covered.)

1 On page 1:

- 2 • In line 3, strike "ONE YEAR" and substitute "6 MONTHS".
- 3 • In line 5, strike "THIRTY (30)" and substitute "TWENTY (20)".
- 4

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Am 1 to Am 5 to CB10-2022

~~passed~~ on Feb 7, 2022

Withdraw

Michelle Howard
Council Administrator

Amendment 2 to Amendment 5 to Council Bill No. 10-2022

BY: Deb Jung

Legislative Day No. 4

Date: February 7, 2022

Amendment No. 2 to Amendment 5

(This Amendment alters the kinds of laid-off employees who would be covered.)

1 On page 1:

- 2 • In line 2 of the parenthetical, strike “one year” and substitute “180 days”.
- 3 • In line 2 of the parenthetical, strike “thirty” and substitute “twenty”.
- 4 • In line 3, strike “ONE YEAR” and substitute “180 DAYS”.
- 5 • In line 5, strike “THIRTY (30)” and substitute “TWENTY (20)”.

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A2 to A5 to CB 10-2022

passed on Feb 7, 2022

Michelle Hoover
Council Administrator

Amendment 6 to Council Bill No. 10 - 2022

BY: David Yungmann

**Legislative Day 4
Date: February 7, 2022**

Amendment No. 6

(This amendment alters the implementation of the bill.)

- 1 On page 4:
- 2 in line 17, strike “OR” and substitute “AND”;
- 3 in line 18, strike from “(II) COULD BECOME” through “INTO THE POSITION.” in line 19 and
- 4 substitute “(II) IS CAPABLE OF FULFILLING THE MINIMUM REQUIREMENTS OF THE POSITION.”.

I certify this is a true copy of

Amendment 6 to Council Bill No. 10 - 2022

~~_____~~ on Feb 7, 2022

Michelle David
Council Administrator

FAILED

Amendment 7 to Council Bill No. 10 - 2022

BY: David Yungmann

**Legislative Day 4
Date: February 7, 2022**

Amendment No. 7

(This amendment alters the implementation of the bill and adds a provision to prevent an employee's termination prior to the effective date of the Act.)

1 On page 4, beginning in line 23, strike from "AND" through "OF THIS SUBSECTION" in line 25.

2 On page 5:

3 Strike beginning with "AT" in line 1 down through "LEAST" in line 2; and
4 after line 2, insert:

5 "(5) AN EMPLOYER SHALL CONTACT THE LAID-OFF EMPLOYEE AT THE LAST KNOWN PHONE
6 NUMBER OR EMAIL ADDRESS WITH AN OFFER.

7 (6) THE EMPLOYER IS NOT REQUIRED TO OFFER A LAID-OFF EMPLOYEE SUBSEQUENT POSITIONS FOR
8 WHICH THEY ARE QUALIFIED IF THE EMPLOYEE HAS BEEN GIVEN AN OFFER OF EMPLOYMENT
9 PURSUANT TO SUBSECTION (D) AND DID NOT ACCEPT THE EMPLOYER'S OFFER."

10 On page 5, after line 8, insert:

11 "Section 2. Be it further enacted by the County Council of Howard County, Maryland, that an
12 employer may not terminate an employee hired or a contract for services entered prior to the
13 effective date of this Act in an effort to meet the requirements of this Act."

14 On page 5, in line 9, strike "2." and substitute "3.".

1

I certify this is a true copy of

AT to CB 10-2022

passed on Feb 7, 2022

Michelle Sherry
Council Administrator

Amendment 1 to Amendment No. 7 to Council Bill No. 10-2022

BY: Opel Jones

Legislative Day 4

Date: February 7, 2022

Amendment No. 1 to Amendment 7

(This amendment adds a provision to prevent the termination of a contract for services entered prior to the effective date of the Act.)

- 1 On page 1 of the amendment, in line 12, after “*hired*”, insert “or a contract for services entered”.

I certify this is a true copy of

A1 to A7 to CB10-2022

passed on Feb 7, 2022

Michelle Hays
Council Administrator

Amendment 2 to Amendment No. 7 to Council Bill No. 10-2022

BY: Opel Jones

Legislative Day 4

Date: February 7, 2022

Amendment No. 2 Amendment 7

(This amendment removes certain implementation provisions and adds a provision to prevent the termination of a contract for services entered prior to the effective date of the Act.)

- 1 On page 1 of the amendment, in the parenthetical, strike “*alters the implementation of the bill*
- 2 *and*”. Also in the parenthetical, after *Act*”, insert “*and to prevent the termination of a certain*
- 3 *contract*”.
- 4
- 5 On page 1 of the amendment, strike lines 1 through 9 in their entirety.
- 6 On page 1 of the amendment, in line 12, after “*hired*”, insert “*or a contract for services entered*”.

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~~passed on~~

A2 A7 CB10-2022
Feb 7, 2022

Not introduced

Mushel Hassan
Council Administrator

Amendment 3 to Amendment 7 to Council Bill No. 10-2022

BY: Liz Walsh

Legislative Day No. 4

Date: February 7, 2022

Amendment No. 3 to Amendment 7

(This Amendment alters the number of times a laid-off employee must be contacted.)

1 On page 1:

- 2 • In line 5, after "EMPLOYEE" insert "TWICE".
- 3 • In line 8, after "EMPLOYMENT" insert "TWICE".
- 4 • In line 9, after "OFFER" insert "EITHER TIME".
- 5

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A 3 to A 7 to CB 10 2022

passed on Feb 7, 2022

FAILED

Michelle Harris
Council Administrator

Amendment 8 to Council Bill No. 10 - 2022

BY: David Yungmann

**Legislative Day 4
Date: February 7, 2022**

Amendment No. 8

(This amendment alters the definitions of “commercial property employer”, “event center employer”, and “hotel employer”.)

- 1 On page 1, in line 24, after “OPERATOR,”, insert “OR”; and in the same line, strike beginning with
- 2 the third comma down through “SUBLESSEE,” in line 25.
- 3 On pages 2 through 3, strike in their entirety the lines beginning with line 24 on page 2 down
- 4 through and including line 2 on page 3.
- 5 On page 3, in line 5, after “OPERATOR,”, insert “OR”; and in the same line, strike “, OR LESSEE”.

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A 8 to CB 10 - 2022
passed on Feb 7, 2022
Michelle Harris
Council Administrator

Amendment 9 to Council Bill No. 10 - 2022

BY: David Yungmann

**Legislative Day 4
Date: February 7, 2022**

Amendment No. 9

(This amendment removes the definition of "person".)

- 1 On page 2, in line 9, strike "A PERSON THAT IS".
- 2 On page 3, strike in their entirety lines 11 through 16.

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A9 to CB10-2022
~~passed on~~ Feb 7, 2022

Michelle Perry
Council Administrator

Failed due
to lack of
second

Amendment 10 to Council Bill No. 10 - 2022

BY: David Yungmann

Legislative Day 4
Date: February 7, 2022

Amendment No. 10

(This amendment alters the sunset provision of the bill.)

- 1 On page 5, in lines 12 and 13, strike “270 days after the local State of Emergency ends in
- 2 Howard County” and substitute “six months after the effective date of this bill”.

I certify this is a true copy of

A 10 to CB 10-2022

passed on

Feb 7, 2022

Michelle Hester
Council Administrator

Not introduced

Amendment 11 to Council Bill No. 10 - 2022

BY: David Yungmann

**Legislative Day 4
Date: February 7, 2022**

Amendment No. 11

(This amendment clarifies the Right of Recall and alters the implementation of the Right of Recall.)

- 1 On page 4:
- 2 in line 10, strike "A LAID-OFF EMPLOYEE" and substitute "ITS LAID-OFF EMPLOYEES"
- 3 in line 11, after "BECOMES AVAILABLE", insert "WITH THE EMPLOYER"
- 4 in line 13, strike "MUST" and substitute "SHALL"; and
- 5 in line 15, after "POSITION", insert "WITH THE EMPLOYER".

I certify this is a true copy of
A 11 to CB 10-2022
passed on Feb 7, 2022
Michelle Herzog
Council Administrator

Not introduced