

HB1255 • Maryland

Labor and Employment - Automated Employment Decision Tools - Prohibition

Introduced

Risk: Medium

Comprehensive

Effective: Oct 01, 2024 | Last Action (Feb 09, 2024): Hearing 3/06 at 1:00 p.m.

Summary

Prohibits use of automated tools in hiring unless assessed for impact; mandates applicant notification.

Business Impact

If you use AI in hiring in Maryland, you must notify candidates within 30 days or face \$500 fines.

Key Provisions

- Prohibits use of automated employment decision tools without impact assessment to ensure no high-risk actions.
- Requires annual impact assessments for continued use.
- Mandates notification to applicants within 30 days of tool use.
- Defines penalties for non-compliance with notification requirement.
- Establishes definitions for key terms like 'automated employment decision tool'.
- Requires the Maryland Department of Labor to adopt implementing regulations.

Compliance Checklist

- Conduct an annual impact assessment of automated employment decision tools. | Who: Employers using such tools | Penalty: Prohibition on tool use
- Notify applicants of tool use within 30 days. | Who: Employers using such tools | Penalty: \$500 to \$1,500 per violation

Industries Affected

Topics

AI in Employment

Bill Sponsors

Name	Party	Role
Sandy Bartlett	D	Sponsor

Related Bills

- SB957 (MD)

Official Source

<https://mgaleg.maryland.gov/mgaweb/Legislation/Details/HB1255?ys=2024RS>

Disclaimer: This document is generated by AI for informational purposes only. It does not constitute legal advice. Consult a qualified attorney for guidance specific to your situation. Information may not be fully up to date.