

unions, partnerships, associations, corporations, legal representatives, mutual companies, joint-stock companies, trusts, unincorporated organizations, trustees, trustees in bankruptcy, or receivers;

(b) the term "employer" means a person engaged in an industry who has twenty-five or more employees for each working day in each of twenty or more calendar weeks in the current or preceding calendar year, and any agent of such a person, but such term does not include (1) the State of Maryland, (2) a bona fide private membership club (other than a labor organization) which is exempt from taxation under section 501 (c) of the Internal Revenue Code of 1954; PROVIDED THAT DURING THE FIRST YEAR AFTER THE EFFECTIVE DATE OF THIS ACT, PERSONS HAVING FEWER THAN ONE HUNDRED EMPLOYEES (AND THEIR AGENTS) SHALL NOT BE CONSIDERED EMPLOYERS, AND DURING THE SECOND YEAR AFTER SUCH DATE, PERSONS HAVING FEWER THAN SEVENTY-FIVE EMPLOYEES (AND THEIR AGENTS) SHALL NOT BE CONSIDERED EMPLOYERS, AND DURING THE THIRD YEAR AFTER SUCH DATE, PERSONS HAVING FEWER THAN FIFTY EMPLOYEES (AND THEIR AGENTS) SHALL NOT BE CONSIDERED EMPLOYERS; provided further that it shall be the policy of the State of Maryland to insure equal employment opportunities for State employees without discrimination because of race, color, creed, SEX or national origin under existing authority as expressed in Article 64A Section 12 (a) of the Annotated Code of Maryland (1964 Replacement Volume);

(c) the term "employment agency" means any person regularly undertaking with or without compensation to procure employees for an employer or to procure for employees opportunities to work for an employer and includes an agent of such a person; BUT SHALL NOT INCLUDE AN AGENCY OF THE UNITED STATES OR AN AGENCY OF THE STATE OF MARYLAND OR POLITICAL SUBDIVISION THEREOF, EXCEPT SUCH TERM SHALL INCLUDE THE UNITED STATES EMPLOYMENT SERVICE AND THE SYSTEM OF STATE AND LOCAL EMPLOYMENT SERVICES RECEIVING FEDERAL ASSISTANCE.

(d) the term "labor organization" means a labor organization engaged in an industry and any agent of such an organization, and includes any organization of any kind, any agency, or employee representation committee, group, association, or plan so engaged in which employees participate and which exists for the purpose, in whole or in part, of dealing with employers concerning grievances, labor disputes, wages, rates of pay, hours, or other terms or conditions of employment, and any conference, general committee, joint or system board, or joint council so engaged which is subordinate to a national or international labor organization.

26 18.

It shall be an unlawful employment practice for an employer:

(a) to fail or refuse to hire or to discharge any individual, or otherwise to discriminate against any individual with respect to his compensation, terms, conditions, or privileges of employment, because of such individual's race, color, creed, SEX or national origin; or

(b) it shall be an unlawful employment practice for an employ-