

AND ISSUE SUCH RULES, REGULATIONS AND STANDARDS WITHOUT THE NECESSITY OF A PUBLIC HEARING THEREON, NOTWITHSTANDING THE PROVISIONS OF SUBSECTION (I) HEREOF, PROVIDED THE COMMISSIONER SHALL PUBLISH OR OTHERWISE CIRCULATE NOTICE OF HIS ACTION IN ADOPTING SUCH RULES, REGULATIONS AND STANDARDS BY REFERENCE, COMPLIES WITH SUBSECTIONS (J) AND (K) HEREOF, AND FILES COPIES THEREOF WITH THE CLERK OF THE COURT OF APPEALS, WITH THE SECRETARY OF STATE, WITH THE STATE LIBRARY, WITH EACH OF THE LIBRARIES OF THE RESPECTIVE CIRCUIT COURTS OF THE SEVERAL COUNTIES, WITH THE SUPREME BENCH OF BALTIMORE CITY, WITH THE STATE DEPARTMENT OF LEGISLATIVE REFERENCE, AND WITH THE GENERAL ASSEMBLY OF MARYLAND.

(M) RULES, REGULATIONS AND STANDARDS, OR MODIFICATIONS, AMENDMENTS OR REVOCATIONS THEREOF, ISSUED BY THE COMMISSIONER UNDER THIS SUBTITLE SHALL BE EFFECTIVE AS OF THE DATE OF ISSUANCE AND SHALL HAVE THE FORCE AND EFFECT OF LAW. THE COMMISSIONER, HOWEVER, MAY DELAY THE EFFECTIVE DATE FOR SUCH PERIOD (NOT TO EXCEED NINETY DAYS) AS THE COMMISSIONER DETERMINES MAY BE NECESSARY TO INSURE THAT AFFECTED EMPLOYERS AND EMPLOYEES WILL BE INFORMED OF THE EXISTENCE OF SUCH RULES, REGULATIONS AND STANDARDS AND OF ITS TERMS AND THAT EMPLOYERS AFFECTED ARE GIVEN AN OPPORTUNITY TO FAMILIARIZE THEMSELVES AND THEIR EMPLOYEES WITH THE EXISTENCE OF THE REQUIREMENTS OF SUCH RULES, REGULATIONS AND STANDARDS.

(N) NOTWITHSTANDING ANY OTHER PROVISION OF THIS SECTION, THE COMMISSIONER SHALL HAVE THE AUTHORITY TO PROMULGATE AND ISSUE AN EMERGENCY TEMPORARY STANDARD TO TAKE IMMEDIATE EFFECT UPON DAY OF ISSUANCE AND PUBLICATION IF HE DETERMINES (A) THAT EMPLOYEES ARE EXPOSED TO GRAVE DANGER FROM EXPOSURE TO CIRCUMSTANCES OR AGENTS DETERMINED TO BE TOXIC OR PHYSICALLY HARMFUL, OR FROM NEW HAZARDS, (B) THAT SUCH EMERGENCY STANDARD IS NECESSARY TO PROTECT EMPLOYEES FROM SUCH DANGER. SUCH EMERGENCY STANDARD SHALL BE EFFECTIVE FOR SUCH PERIOD, NOT TO EXCEED SIX MONTHS, AS THE COMMISSIONER SHALL DETERMINE OR UNTIL SUPERSEDED BY A STANDARD PROMULGATED IN ACCORDANCE WITH THE PROCEDURES PRESCRIBED IN THIS SECTION.

32. DUTIES OF EMPLOYERS AND EMPLOYEES.

(A) EACH EMPLOYER SHALL (1) FURNISH TO EACH OF HIS EMPLOYEES EMPLOYMENT AND A PLACE OF EMPLOYMENT WHICH ARE SAFE AND HEALTHFUL AS WELL AS FREE FROM RECOGNIZED HAZARDS THAT ARE CAUSING OR ARE LIKELY TO CAUSE DEATH OR SERIOUS PHYSICAL HARM TO HIS EMPLOYEES, AND (2) COMPLY WITH THE RULES, REGULATIONS, STANDARDS AND ORDERS PROMULGATED UNDER THIS SUBTITLE.

(B) EACH EMPLOYEE SHALL COMPLY WITH THE PROVISION OF THIS SUBTITLE AND ALL RULES, REGULATIONS, STANDARDS AND ORDERS ISSUED PURSUANT TO THE AUTHORITY OF THIS SUBTITLE WHICH ARE APPLICABLE TO HIS OWN ACTIONS AND