

percent] THE REQUIRED PERCENTAGE of the votes and shall be effective on recordation. This certificate shall be conclusive evidence of approval.

SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect July 1, 1980.

Approved May 20, 1980.

CHAPTER 592

(House Bill 169)

AN ACT concerning

Deaf Persons

FOR the purpose of requiring private employers and unions or employee organizations in certain instances to provide, upon request, interpreters to assist deaf employees at certain employee grievance proceedings; requiring the employer or--union--representative, union, or employee organization to inform deaf employees of this right by a certain time; making provisions for the appointment of assistance of a certain agency in providing a qualified interpreter by---a-certain-office; and providing for the reimbursement of incurred costs.

BY adding to

Article 30 - Deaf, Mute or Blind
Section 2A
Annotated Code of Maryland
(1976 Replacement Volume and 1979 Supplement)

SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND, That section(s) of the Annotated Code of Maryland be repealed, amended, or enacted to read as follows:

Article 30 - Deaf, Mute or Blind

2A.

AT ANY PROCEEDING BEFORE ANY ADMINISTRATIVE OR EXECUTIVE BOARD, COMMITTEE, OR ANY SIMILAR BODY PROVIDED BY A-PRIVATE AN EMPLOYER, EMPLOYEE ORGANIZATION, OR UNION TO HEAR DEAF EMPLOYEE GRIEVANCES, THE A DEAF EMPLOYEE MAY REQUEST AN INTERPRETER UPON 5 DAYS' WRITTEN NOTICE PRIOR TO THE COMMENCEMENT OF THE PROCEEDING. THE THE EMPLOYER, EMPLOYEE ORGANIZATION, OR UNION REPRESENTATIVE IS OBLIGATED TO INFORM THE DEAF EMPLOYEE OF THIS RIGHT IN WRITING AS SOON AS IT IS POSSIBLE OR AT LEAST 8 DAYS PRIOR TO THE