

(1) MAKE A LUMP SUM PAYMENT EQUAL TO THE AVERAGE WEEKLY WAGE OF THE AFFECTED EMPLOYEE TIMES THE NUMBER OF YEARS THE EMPLOYEE HAS BEEN EMPLOYED BY THE EMPLOYER TO THE AFFECTED EMPLOYEE AT THE TIME OF SEPARATION; OR

(2) OFFER COMPARABLE REEMPLOYMENT TO EACH AFFECTED EMPLOYEE AT ANOTHER WORKPLACE OWNED OR OPERATED BY THE EMPLOYER WITHIN THE STATE. WHEN AN EMPLOYEE ACCEPTS AN OFFER OF REEMPLOYMENT, THE EMPLOYER SHALL PAY TO THAT EMPLOYEE REASONABLE RELOCATION EXPENSES INCURRED BY THE EMPLOYEE IN MOVING THE EMPLOYEE'S FAMILY AND POSSESSIONS TO THE LOCATION OF THE NEW EMPLOYMENT. THE EMPLOYEE MAY ACCEPT REEMPLOYMENT IN LIEU OF THE SEVERANCE BENEFITS PROVIDED BY PARAGRAPH (1) OF THIS SUBSECTION.

(B) AN EMPLOYEE WHO ACCEPTS A LUMP SUM PAYMENT IN ACCORDANCE WITH SUBSECTION (A) (1) OF THIS SECTION MAY NOT BE DENIED BENEFITS UNDER THE PROVISIONS OF THE UNEMPLOYMENT COMPENSATION LAW BECAUSE OF THE ACCEPTANCE OF THE PAYMENT.

(C) WHEN A REDUCTION IN OPERATIONS OCCURS, THE EMPLOYER SHALL CONTINUE COVERAGE OF HEALTH INSURANCE BENEFITS FOR EACH AFFECTED EMPLOYEE FOR A PERIOD OF 6 MONTHS AFTER THE LOSS OF EMPLOYMENT OR UNTIL THE EMPLOYEE FINDS OTHER FULL-TIME EMPLOYMENT, WHICHEVER COMES FIRST.

(D) SEVERANCE BENEFITS REQUIRED BY THIS SECTION SHALL BE CONSIDERED "FRINGE BENEFITS OR WAGE SUPPLEMENTS" FOR THE PURPOSES OF THE MARYLAND WAGE PAYMENT AND COLLECTION LAW.

(E) (1) PAYMENT OF SEVERANCE BENEFITS IN ACCORDANCE WITH COLLECTIVE BARGAINING AGREEMENTS THAT REQUIRE THE PAYMENT OF SEVERANCE BENEFITS TO AFFECTED EMPLOYEES IN THE EVENT OF TERMINATION OF EMPLOYMENT IN WHICH THE SEVERANCE BENEFITS ARE GREATER IN AMOUNT THAN THOSE REQUIRED BY THIS SECTION SHALL SUPERSEDE THE REQUIREMENTS OF THIS SECTION.

(2) VACATION PAY, ACCRUED WAGES, AND OTHER TYPES OF PAYMENTS MADE FOR ANY REASON OTHER THAN AS COMPENSATION FOR DISCHARGE OR LAYOFF MAY NOT BE CONSIDERED SEVERANCE BENEFITS AND MAY NOT BE CONSIDERED TO SATISFY THE REQUIREMENTS OF THIS SECTION.

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(A) (1) ANY EMPLOYEE, RESIDENT OF A COMMUNITY, OR EMPLOYEE ORGANIZATION AFFECTED BY THE FAILURE OF AN EMPLOYER TO COMPLY WITH THE REQUIREMENTS OF THIS SUBHEADING MAY BRING A CIVIL ACTION IN THE DISTRICT COURT OF THE COUNTY IN WHICH THE AFFECTED WORKPLACE IS LOCATED TO ENFORCE THE PROVISIONS OF THIS SUBHEADING.

(2) ANY ADMINISTRATIVE PROCEDURES OR REMEDIES DO NOT NEED TO BE EXHAUSTED.