

(1) TO A PROSPECTIVE EMPLOYER OF THE EMPLOYEE OR FORMER EMPLOYEE AT THE REQUEST OF THE PROSPECTIVE EMPLOYER, THE EMPLOYEE, OR FORMER EMPLOYEE; OR

(2) IF REQUESTED OR REQUIRED BY A FEDERAL, STATE, OR INDUSTRY REGULATORY AUTHORITY OR IF THE INFORMATION IS DISCLOSED IN A REPORT, FILING, OR OTHER DOCUMENT REQUIRED BY LAW, RULE, ORDER, OR REGULATION OF THE REGULATORY AUTHORITY.

(B) AN EMPLOYER WHO DISCLOSES INFORMATION UNDER SUBSECTION (A) OF THIS SECTION SHALL BE PRESUMED TO BE ACTING IN GOOD FAITH UNLESS IT IS SHOWN BY CLEAR AND CONVINCING EVIDENCE THAT THE EMPLOYER:

(1) ACTED WITH ACTUAL MALICE TOWARD THE EMPLOYEE OR FORMER EMPLOYEE; OR

(2) INTENTIONALLY OR RECKLESSLY DISCLOSED FALSE INFORMATION ABOUT THE EMPLOYEE OR FORMER EMPLOYEE.

SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall be construed only prospectively and may not be applied or interpreted to have any effect on or application to any cause of action arising before the effective date of this Act.

SECTION 3. AND BE IT FURTHER ENACTED, That this Act shall take effect October 1, 1996.

Approved May 14, 1996.

CHAPTER 470

(House Bill 628)

AN ACT concerning

Garrett County – Alcoholic Beverages

(Sunday Class B and C Sales)

FOR the purpose of providing for Sunday sales of certain alcoholic beverages in Garrett County under certain circumstances; specifying the terms and conditions of the sales; establishing a certain fee; providing for a local referendum and an effective date; making stylistic changes; requiring the Board of Supervisors of Elections of Garrett County to carry out certain duties; and generally relating to alcoholic beverages in Garrett County.

BY adding to

Article 2B – Alcoholic Beverages

Section 11-403(a)(7)

Annotated Code of Maryland

(1994 Replacement Volume and 1995 Supplement)