

(3) FOLLOWING A DISCLOSURE UNDER ITEM (1) OF THIS SECTION, SEEKS A REMEDY PROVIDED UNDER THIS SUBTITLE.

11-304.

(A) ANY EMPLOYEE WHO IS SUBJECT TO A PERSONNEL ACTION IN VIOLATION OF § 11-303 OF THIS SUBTITLE MAY INSTITUTE A CIVIL ACTION IN THE COUNTY WHERE:

- (1) THE ALLEGED VIOLATION OCCURRED;
- (2) THE EMPLOYEE RESIDES; OR
- (3) THE EMPLOYER MAINTAINS ITS PRINCIPAL OFFICE IN THE STATE.

(B) THE ACTION SHALL BE BROUGHT WITHIN 1 YEAR AFTER THE ALLEGED VIOLATION OF § 11-303 OF THIS SUBTITLE OCCURRED OR WITHIN 1 YEAR AFTER THE EMPLOYEE FIRST BECAME AWARE OF THE ALLEGED VIOLATION OF ~~§ 10-1203~~ § 11-303 OF THIS SUBTITLE.

11-305.

IN ANY ACTION BROUGHT UNDER THIS SUBTITLE, A COURT MAY:

- (1) ISSUE AN INJUNCTION TO RESTRAIN CONTINUED VIOLATION OF § 11-303 OF THIS SUBTITLE;
- (2) REINSTATE THE EMPLOYEE TO THE SAME OR AN EQUIVALENT POSITION HELD BEFORE THE VIOLATION OF § 11-303 OF THIS SUBTITLE;
- (3) REMOVE ANY ADVERSE PERSONNEL RECORD ENTRIES BASED ON OR RELATED TO THE VIOLATION OF § 11-303 OF THIS SUBTITLE;
- (4) REINSTATE FULL FRINGE BENEFITS AND SENIORITY RIGHTS;
- (5) REQUIRE COMPENSATION FOR LOST WAGES, BENEFITS, AND OTHER REMUNERATION;
- (6) AWARD COSTS OF LITIGATION AND REASONABLE ATTORNEY'S FEES TO THE PREVAILING EMPLOYEE; AND
- (7) AWARD ANY OTHER APPROPRIATE DAMAGES AND RELIEF.

11-306.

IN ANY ACTION BROUGHT UNDER THIS SUBTITLE, IT IS A DEFENSE THAT THE PERSONNEL ACTION WAS BASED ON GROUNDS OTHER THAN THE EMPLOYEE'S EXERCISE OF ANY RIGHTS PROTECTED UNDER THIS SUBTITLE.

SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall be construed to apply retroactively and shall be applied to and interpreted to affect any personnel action allegedly taken as a reprisal against any State contractor employee subject to this Act on or after February 17, 2003.