

(4) IF AN APPLICANT FOR EMPLOYMENT AT A VIDEO LOTTERY FACILITY BELIEVES THAT THE APPLICANT HAS BEEN DISCRIMINATED AGAINST IN THE EMPLOYMENT PROCESS, THE APPLICANT MAY APPEAL THE EMPLOYMENT DECISION TO THE LOCAL HUMAN RELATIONS BOARD IN THE COUNTY WHERE THE FACILITY IS LOCATED.

(5) NOTWITHSTANDING ANY COLLECTIVE BARGAINING AGREEMENT OR AGREEMENTS, A LICENSEE SHALL:

(I) PROVIDE HEALTH INSURANCE COVERAGE FOR ITS EMPLOYEES;

(II) GIVE A PREFERENCE TO HIRING QUALIFIED EMPLOYEES FROM THE COMMUNITIES WITHIN 10 MILES OF THE VIDEO LOTTERY FACILITY.

(6) A LICENSEE SHALL:

(I) PROVIDE RETIREMENT BENEFITS FOR ITS EMPLOYEES;
AND

(II) IF THE LICENSEE IS A RACETRACK LICENSEE, PROVIDE RETIREMENT BENEFITS TO ITS VIDEO LOTTERY OPERATION EMPLOYEES THAT ARE EQUIVALENT TO THE LEVEL OF BENEFITS PROVIDED TO THE RACETRACK EMPLOYEES WHO ARE ELIGIBLE UNDER THE MARYLAND RACETRACK EMPLOYEES PENSION FUND.

(7) NOTWITHSTANDING ANY COLLECTIVE BARGAINING AGREEMENT OR AGREEMENTS, IF THE LICENSEE IS A RACETRACK LOCATION, THE LICENSEE SHALL PROVIDE HEALTH INSURANCE COVERAGE TO ALL EMPLOYEES OF THE RACETRACK, INCLUDING THE EMPLOYEES OF THE RACETRACK ON THE BACKSTRETCH OF THE RACETRACK.

(B) (1) THE COMMISSION SHALL ENSURE THAT A VIDEO LOTTERY OPERATION LICENSEE COMPLIES WITH THE REQUIREMENTS OF SUBSECTION (A)(1) AND (2) OF THIS SECTION AS A CONDITION OF HOLDING THE VIDEO LOTTERY OPERATION LICENSE.

(2) THE GOVERNOR'S OFFICE OF MINORITY AFFAIRS SHALL MONITOR A LICENSEE'S COMPLIANCE WITH SUBSECTION (A)(1) AND (2) OF THIS SECTION.