

YOUR EMPLOYEES AND JURY SERVICE

Maryland Laws Protecting Employees Called to Jury Service

Employees who are called to jury service are protected by the law.

Maryland Code, Court and Judicial Proceedings Article, Sections 8-501 and 8-502

Section 8-501. Employment loss.

(a) Prohibited act. -- An employer may not deprive an individual of employment or coerce, intimidate, or threaten to discharge an individual because the individual:

(1) Loses employment time in responding to a summons under this title or attending, or being in proximity to, a circuit court for jury service under this title; or

(2) Exercises a right to refrain from work under subsection (b) of this section.

(b) Employer may not require employee to work at certain times on days of jury service. -- An employer may not require an individual who is summoned and appears for jury service for 4 or more hours, including traveling time, to work an employment shift that begins:

(1) On or after 5 p.m. on the day of the individual's appearance for jury service; or

(2) Before 3 a.m. on the day following the individual's appearance for jury service.

(c) Penalty. -- A person who violates any provision of this section is subject to a fine not exceeding \$1,000.

Section 8-502. Leave

(a) Prohibited act. -- An employer may not require an employee to use the employee's annual, sick, or vacation leave to respond to a summons under this title for jury service.

(b) Penalty. -- A person who violates any provision of this section is subject to a fine not exceeding \$1,000.

For more information about jury service:

- Read our fact sheet about employees and jury service
www.mdcourts.gov/jury/service/pdfs/employersandjury/service.pdf
- Contact your local Jury Office www.mdcourts.gov/jury/service/juryoffices.html
- Visit the Maryland Judiciary Jury Service website www.mdcourts.gov/jury/service/index.html