

COUNTY LOCAL LAWS

COMMUNITY. PERSONS SUBJECT TO SUCH DISCRIMINATION SUFFER UNEMPLOYMENT AND UNDER EMPLOYMENT RESULTING IN LOW FAMILY INCOME, OVERCROWDED HOUSING, POOR HEALTH CONDITIONS, ANTI-SOCIAL BEHAVIOR, POVERTY, AND LACK OF HOPE, INJURING THE PUBLIC WELFARE, PLACING A BURDEN UPON THE PUBLIC TREASURY TO AMELIORATE THE CONDITIONS THUS PRODUCED, AND CREATING CONDITIONS WHICH ENDANGER THE PUBLIC PEACE AND ORDER. THE PUBLIC POLICY OF MONTGOMERY COUNTY IS DECLARED TO BE TO FOSTER EQUAL EMPLOYMENT OPPORTUNITY FOR ALL WITHOUT REGARD TO RACE, COLOR, RELIGIOUS CREED, ANCESTRY, NATIONAL ORIGIN, SEX, MARITAL STATUS OR AGE, AND STRICTLY IN ACCORD WITH THEIR INDIVIDUAL MERITS AS HUMAN BEINGS.

27-29. DEFINITIONS.

AS USED HEREIN, THE FOLLOWING WORDS AND PHRASES SHALL BE DEFINED AS FOLLOWS:

(A) "PERSON" INCLUDES ONE OR MORE INDIVIDUALS, CORPORATIONS, PARTNERSHIPS, ASSOCIATIONS, LABOR ORGANIZATIONS, LEGAL REPRESENTATIVES, MUTUAL COMPANIES, JOINT STOCK COMPANIES, TRUSTS, UNINCORPORATED ORGANIZATIONS, TRUSTEES, TRUSTEES IN BANKRUPTCY, RECEIVERS AND FIDUCIARIES, AND THEIR OFFICERS AND AGENTS.

(B) "EMPLOYER" INCLUDES ANY PERSON, WHEREVER SITUATED, WHO EMPLOYS MORE THAN SIX (6) EMPLOYEES WITHIN THE COUNTY OR WHO RECRUITS INDIVIDUALS WITHIN THE COUNTY TO APPLY FOR EMPLOYMENT WITHIN THE COUNTY OR ELSEWHERE; THE TERM SHALL INCLUDE MONTGOMERY COUNTY, AND ITS INSTRUMENTALITIES AND AGENCIES.

(C) "EMPLOYMENT AGENCY" INCLUDES ANY PERSON REGULARLY UNDERTAKING OR ATTEMPTING, WITH OR WITHOUT COMPENSATION, TO PROCURE EMPLOYEES FOR AN EMPLOYER OR TO PROCURE FOR EMPLOYEES OPPORTUNITIES TO WORK FOR AN EMPLOYER.

(D) "LABOR ORGANIZATION" INCLUDES ANY ORGANIZATION, AGENCY, EMPLOYEE REPRESENTATION COMMITTEE, GROUP, ASSOCIATION OR PLAN IN WHICH EMPLOYEES PARTICIPATE DIRECTLY OR INDIRECTLY AND WHICH EXISTS FOR THE PURPOSE, IN WHOLE OR IN PART, OF DEALING WITH EMPLOYERS CONCERNING GRIEVANCES, LABOR DISPUTES, WAGES, RATES OF PAY, HOURS OR OTHER TERMS, CONDITIONS, OR PRIVILEGES OF EMPLOYMENT, AND ANY AGENT THEREOF, AND ANY CONFERENCE, GENERAL COMMITTEE, JOINT OR SYSTEM BOARD, OR JOINT COUNCIL WHICH IS SUBORDINATE TO A NATIONAL OR INTERNATIONAL LABOR ORGANIZATION.

(E) "EMPLOYEE" INCLUDES ANY INDIVIDUAL EMPLOYED BY AN EMPLOYER AND ANY PERSON SEEKING OR APPLYING FOR EMPLOYMENT.