
By: **Delegates Petzold, Dumais, Gutierrez, King, Lee, McComas, and Menes**

Introduced and read first time: January 26, 2006

Assigned to: Economic Matters

Committee Report: Favorable with amendments

House action: Adopted

Read second time: March 7, 2006

CHAPTER _____

1 AN ACT concerning

2 **Wage Payments - Prohibition of Printing Social Security Numbers**

3 FOR the purpose of prohibiting ~~an employer~~ certain employers, including certain
 4 governmental units, from printing or causing to be printed an employee's Social
 5 Security number on a wage payment check or certain other wage payment
 6 documents; providing for a delayed effective date; and generally relating to wage
 7 payments and Social Security numbers.

8 BY repealing and reenacting, without amendments,

9 Article - Labor and Employment

10 Section 1-101(c)

11 Annotated Code of Maryland

12 (1999 Replacement Volume and 2005 Supplement)

13 BY repealing and reenacting, with amendments,

14 Article - Labor and Employment

15 Section 3-502

16 Annotated Code of Maryland

17 (1999 Replacement Volume and 2005 Supplement)

18 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF

19 MARYLAND, That the Laws of Maryland read as follows:

1 **Article - Labor and Employment**2 1-101.3 (c) "Governmental unit" means:4 (1) the State;5 (2) a county, municipal corporation, or other political subdivision of the
6 State; or7 (3) a unit of the State government or of a political subdivision.8 3-502.

9 (a) (1) Each employer:

10 (i) shall set regular pay periods; and

11 (ii) except as provided in paragraph (2) of this subsection, shall pay
12 each employee at least once in every 2 weeks or twice in each month.13 (2) An employer may pay an administrative, executive, or professional
14 employee less frequently than required under paragraph (1)(ii) of this subsection.15 (b) If the regular payday of an employee is a nonworkday, an employer shall
16 pay the employee on the preceding workday.

17 (c) Each employer shall pay a wage:

18 (1) in United States currency; or

19 (2) by a check that, on demand, is convertible at face value into United
20 States currency.21 (D) (1) IN THIS SUBSECTION, "EMPLOYER" INCLUDES A GOVERNMENTAL
22 UNIT.23 (2) AN EMPLOYER MAY NOT PRINT OR CAUSE TO BE PRINTED AN
24 EMPLOYEE'S SOCIAL SECURITY NUMBER ON THE EMPLOYEE'S WAGE PAYMENT
25 CHECK, AN ATTACHMENT TO AN EMPLOYEE'S WAGE PAYMENT CHECK, A NOTICE OF
26 DIRECT DEPOSIT OF AN EMPLOYEE'S WAGE, OR A NOTICE OF CREDIT OF AN
27 EMPLOYEE'S WAGE TO A DEBIT CARD OR CARD ACCOUNT.

28 [(d)] (E) This section does not prohibit the:

29 (1) direct deposit of the wage of an employee into a personal bank
30 account of the employee in accordance with an authorization of the employee; or

1 (2) credit of the wage of an employee to a debit card or card account from
2 which the employee is able to access the funds through withdrawal, purchase, or
3 transfer if:

4 (i) authorized by the employee; and

5 (ii) any fees applicable to the debit card or card account are
6 disclosed to the employee in writing in at least 12 point font.

7 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect
8 ~~October 1, 2006~~ January 1, 2007.