

Chapter 46

(Senate Bill 405)

AN ACT concerning

Labor and Employment – Payment of Overtime Wages

FOR the purpose of limiting the applicability of an overtime wage provision of law to exclude a certain employer that is subject to Title II of the federal Railway Labor Act, under certain circumstances; and generally relating to the payment of overtime wages.

BY repealing and reenacting, with amendments,
Article – Labor and Employment
Section 3–415
Annotated Code of Maryland
(2008 Replacement Volume and 2012 Supplement)

BY repealing and reenacting, without amendments,
Article – Labor and Employment
Section 3–420
Annotated Code of Maryland
(2008 Replacement Volume and 2012 Supplement)

SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND, That the Laws of Maryland read as follows:

Article – Labor and Employment

3–415.

(a) Except as otherwise provided in this section, each employer shall pay an overtime wage of at least 1.5 times the usual hourly wage, computed in accordance with § 3–420 of this subtitle.

(b) This section does not apply to an employer that is:

- (1) subject to 49 U.S.C. § 10501;
- (2) an establishment that is a hotel or motel;
- (3) an establishment that is a restaurant;

(4) considered a gasoline service station because the employer is engaged primarily in selling gasoline and lubricating oil, even if the employer sells other merchandise or performs minor repair work;

(5) a bona fide private country club;

(6) a not for profit entity and is engaged primarily in providing temporary at-home care services, such as companionship or delivery of prepared meals, to aged or sick individuals, individuals with disabilities, or individuals with a mental disorder;

(7) a not for profit concert promoter, legitimate theater, music festival, music pavilion, or theatrical show; or

(8) an amusement or recreational establishment, including a swimming pool, if the establishment:

(i) operates for no more than 7 months in a calendar year; or

(ii) for any 6 months during the preceding calendar year, has average receipts in excess of one-third of the average receipts for the other 6 months.

(c) This section does not apply to an employer with respect to:

(1) an employee for whom the United States Secretary of Transportation may set qualifications and maximum hours of service under 49 U.S.C. § 31502;

(2) a mechanic, partsperson, or salesperson who primarily sells or services automobiles, farm equipment, trailers, or trucks, if the employer is engaged primarily in selling those vehicles to ultimate buyers and is not a manufacturer; [or]

(3) a driver if the employer is engaged in the business of operating taxicabs; OR

(4) UNLESS A COLLECTIVE BARGAINING AGREEMENT BETWEEN AN EMPLOYER AND A LABOR ORGANIZATION PROVIDES OTHERWISE, AN EMPLOYEE OF THE EMPLOYER IF:

(I) THE EMPLOYER IS SUBJECT TO TITLE II OF THE FEDERAL RAILWAY LABOR ACT;

(II) THE EMPLOYER DOES NOT REQUIRE THE EMPLOYEE TO WORK MORE THAN 40 HOURS DURING 1 WORKWEEK; AND

(III) THE EMPLOYEE VOLUNTARILY ENTERS INTO AN AGREEMENT WITH ANOTHER EMPLOYEE TO TRADE SCHEDULED WORK HOURS AND AS A RESULT THE EMPLOYEE WORKS MORE THAN 40 HOURS DURING A SINGLE WORKWEEK.

3-420.

(a) Except as otherwise provided in this section, an employer shall compute the wage for overtime under § 3-415 of this subtitle on the basis of each hour over 40 hours that an employee works during 1 workweek.

(b) Notwithstanding § 3-415(b)(8) of this subtitle, an employer that is not a not for profit organization and is a concert promoter, legitimate theater, music festival, music pavilion, or theatrical show shall pay overtime for a craft or trade employee as required in subsection (a) of this section.

(c) The wage for overtime may be computed on the basis of each hour over 60 hours that an employee works during 1 workweek for an employee who:

- (1) is engaged in agriculture; and
- (2) is exempt from the overtime provisions of the federal Act.

(d) The wage for overtime may be computed on the basis of each hour over 48 hours that an employee works during 1 workweek:

- (1) for an employee of a bowling establishment; and
- (2) for an employee of an institution that:
 - (i) is not a hospital; but
 - (ii) is engaged primarily in the care of individuals who:
 1. are aged, intellectually disabled, or sick or have a mental disorder; and
 2. reside at the institution.

SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect October 1, 2013.

Approved by the Governor, April 9, 2013.