

# HOUSE BILL 949

K3, P4

4lr1311

---

By: **Delegates McDonough, Glass, Kipke, McComas, and Norman**

Introduced and read first time: February 5, 2014

Assigned to: Economic Matters

---

## A BILL ENTITLED

1 AN ACT concerning

2 **Labor and Employment – Training Wage for Newly Hired Employees –**  
3 **Establishment**

4 FOR the purpose of authorizing an employer to pay certain employees certain training  
5 wages for a certain period of time; providing for the application of this Act; and  
6 generally relating to training wages for newly hired employees.

7 BY repealing and reenacting, with amendments,  
8 Article – Labor and Employment  
9 Section 3–413  
10 Annotated Code of Maryland  
11 (2008 Replacement Volume and 2013 Supplement)

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

14 **Article – Labor and Employment**

15 3–413.

16 (a) In this section, “employer” includes a governmental unit.

17 (b) Except as provided in **SUBSECTION (C) OF THIS SECTION OR § 3–414** of  
18 this subtitle, each employer shall pay:

19 (1) to each employee who is subject to both the federal Act and this  
20 subtitle, at least the greater of:

21 (i) the minimum wage for that employee under the federal Act;  
22 or

---

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



- 1 (ii) a wage that equals a rate of \$6.15 per hour; and
- 2 (2) each other employee who is subject to this subtitle, at least:
- 3 (i) the greater of:
- 4 1. the highest minimum wage under the federal Act; or
- 5 2. a wage that equals a rate of \$6.15 per hour; or
- 6 (ii) a training wage under regulations that the Commissioner
- 7 adopts that include the conditions and limitations authorized under the federal Fair
- 8 Labor Standards Amendments of 1989.

9 **(C) (1) THIS SUBSECTION DOES NOT APPLY TO AN EMPLOYER THAT**

10 **EMPLOYS AT LEAST 101 EMPLOYEES.**

11 **(2) AN EMPLOYER MAY PAY AN EMPLOYEE A TRAINING WAGE**

12 **THAT EQUALS A RATE OF \$7.25 PER HOUR IF THE EMPLOYEE:**

13 **(I) IS HIRED BY THE EMPLOYER FOR THE FIRST TIME; AND**

14 **(II) IS NOT SUBJECT TO THE FEDERAL ACT.**

15 **(3) AN EMPLOYER MAY PAY AN EMPLOYEE A TRAINING WAGE**

16 **THAT EQUALS THE MINIMUM WAGE FOR THAT EMPLOYEE UNDER THE FEDERAL**

17 **ACT IF:**

18 **(I) THE EMPLOYEE IS HIRED BY THE EMPLOYER FOR THE**

19 **FIRST TIME;**

20 **(II) THE EMPLOYEE IS SUBJECT TO THE FEDERAL ACT; AND**

21 **(III) THE MINIMUM WAGE FOR THAT EMPLOYEE UNDER THE**

22 **FEDERAL ACT IS LESS THAN THE WAGE IN SUBSECTION (B)(1)(II) OF THIS**

23 **SECTION.**

24 **(4) A TRAINING WAGE PAID UNDER PARAGRAPH (2) OR (3) OF**

25 **THIS SUBSECTION MAY ONLY BE PAID:**

26 **(I) IF THE EMPLOYER EMPLOYS 50 EMPLOYEES OR FEWER,**

27 **FOR THE FIRST 6 MONTHS THAT THE EMPLOYEE IS EMPLOYED; OR**

1                           **(II) IF THE EMPLOYER EMPLOYS AT LEAST 51 EMPLOYEES**  
2 **BUT NOT MORE THAN 100 EMPLOYEES, FOR THE FIRST 90 DAYS THAT THE**  
3 **EMPLOYEE IS EMPLOYED.**

4           SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect  
5 October 1, 2014.