

SENATE BILL 166

K3, P4

4lr1317

By: **Senator Colburn**

Introduced and read first time: January 13, 2014

Assigned to: Finance

A BILL ENTITLED

AN ACT concerning

Labor and Employment – Minimum Wage – Establishment by Counties

FOR the purpose of authorizing a county to establish a minimum wage rate for employees working in the county; altering the minimum wage that an employer is required to pay employees; and generally relating to the establishment of a minimum wage by counties.

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

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

Article – Labor and Employment

3–413.

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

(B) A COUNTY MAY ESTABLISH A MINIMUM WAGE FOR EMPLOYEES WORKING IN THE COUNTY.

[(b)] (C) Except as provided in § 3–414 of this subtitle, each employer shall pay:

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

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



(I) the greater of:

[(i)] 1. the minimum wage for that employee under the federal Act; or

[(ii)] 2. [a wage that equals a rate of \$6.15 per hour] **THE MINIMUM WAGE ESTABLISHED UNDER SUBSECTION (B) OF THIS SECTION BY THE COUNTY IN WHICH THE EMPLOYEE IS WORKING; OR**

(II) IF THE COUNTY IN WHICH AN EMPLOYEE IS WORKING HAS NOT ESTABLISHED A MINIMUM WAGE UNDER SUBSECTION (B) OF THIS SECTION, THE MINIMUM WAGE FOR THAT EMPLOYEE UNDER THE FEDERAL ACT; and

(2) each other employee who is subject to this subtitle, at least:

(i) the greater of:

1. the highest minimum wage under the federal Act; or

2. [a wage that equals a rate of \$6.15 per hour] **THE MINIMUM WAGE ESTABLISHED UNDER SUBSECTION (B) OF THIS SECTION BY THE COUNTY IN WHICH THE EMPLOYEE IS WORKING;**

(II) IF THE COUNTY IN WHICH AN EMPLOYEE IS WORKING HAS NOT ESTABLISHED A MINIMUM WAGE UNDER SUBSECTION (B) OF THIS SECTION, THE HIGHEST MINIMUM WAGE UNDER THE FEDERAL ACT; or

[(ii)] **(III)** a training wage under regulations that the Commissioner adopts that include the conditions and limitations authorized under the federal Fair Labor Standards Amendments of 1989.

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