

Article - Labor and Employment

§3-413.

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

(b) Except as provided in subsection (d) of this section and § 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 the greater of:

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

(ii) the State minimum wage rate set under subsection (c) of this section; 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. the State minimum wage rate set under subsection (c) of this section; or

(ii) 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.

(c) The State minimum wage rate is:

(1) for the 6-month period beginning January 1, 2015, \$8.00 per hour;

(2) for the 12-month period beginning July 1, 2015, \$8.25 per hour;

(3) for the 12-month period beginning July 1, 2016, \$8.75 per hour;

(4) for the 12-month period beginning July 1, 2017, \$9.25 per hour; and

(5) beginning July 1, 2018, \$10.10 per hour.

(d) (1) (i) Except as provided in paragraph (2) of this subsection and subject to subparagraph (ii) of this paragraph, an employer may pay an employee a wage that equals a rate of 85% of the State minimum wage established under this section if the employee is under the age of 20 years.

(ii) An employer may pay to an employee the wage provided under subparagraph (i) of this paragraph only for the first 6 months that the employee is employed.

(2) (i) This paragraph applies only to an employer that is an amusement or a recreational establishment, including a swimming pool, if the employer:

1. operates for no more than 7 months in a calendar year; or
2. for any 6 months during the preceding calendar year, has average receipts that do not exceed one-third of the average receipts for the other 6 months.

(ii) An employer may pay an employee a wage that equals the greater of:

1. 85% of the State minimum wage established under this section; or
2. \$7.25.