

HOUSE BILL 1305

K3, P4

7lr2237

By: **Delegate Fennell**

Introduced and read first time: February 10, 2017

Assigned to: Economic Matters

A BILL ENTITLED

1 AN ACT concerning

2 **Labor and Employment – Payment of Wages – Minimum Wage**

3 FOR the purpose of altering the date beginning on which a certain State minimum wage is
4 required to be paid; specifying the State minimum wage rate that is in effect
5 beginning on a certain date; and generally relating to the payment of the minimum
6 wage.

7 BY repealing and reenacting, with amendments,
8 Article – Labor and Employment
9 Section 3–413
10 Annotated Code of Maryland
11 (2016 Replacement Volume)

12 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,
13 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 (d) of this section and § 3–414 of this subtitle,
18 each employer shall pay:

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

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

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 (ii) the State minimum wage rate set under subsection (c) of this
2 section; and

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

4 (i) the greater of:

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

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

8 (ii) a training wage under regulations that the Commissioner adopts
9 that include the conditions and limitations authorized under the federal Fair Labor
10 Standards Amendments of 1989.

11 (c) The State minimum wage rate is:

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

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

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

15 (4) for the [12-month] **6-MONTH** period beginning July 1, 2017, \$9.25 per
16 hour; [and]

17 (5) **FOR THE 18-MONTH PERIOD** beginning [July] **JANUARY 1, 2018,**
18 **\$10.10 per hour; AND**

19 **(6) BEGINNING JULY 1, 2019, \$12.50 PER HOUR.**

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

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

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

29 1. operates for no more than 7 months in a calendar year; or

