CHAPTER _____

1 AN ACT concerning

2 Equal Pay for Equal Work – Inquiring About Wages – Prohibition on Adverse Action

3 FOR the purpose of prohibiting an employer from taking any adverse employment action
against an employee for inquiring about the employee’s wages; and generally
relating to equal pay for equal work.

4 BY repealing and reenacting, with amendments,

   Article – Labor and Employment
   Section 3–304.1(a)
Annotated Code of Maryland
(2016 Replacement Volume and 2019 Supplement)

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

   Article – Labor and Employment

6 3–304.1.

7 (a) An employer may not:

8     (1) prohibit an employee from:

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.
[Brackets] indicate matter deleted from existing law.
Underlining indicates amendments to bill.
Strike-out indicates matter stricken from the bill by amendment or deleted from the law by amendment.
(i) inquiring about, discussing, or disclosing the wages of the employee or another employee; or

(ii) requesting that the employer provide a reason for why the employee’s wages are a condition of employment;

(2) require an employee to sign a waiver or any other document that purports to deny the employee the right to disclose or discuss the employee’s wages; or

(3) take any adverse employment action against an employee for:

(i) inquiring about THE EMPLOYEE’S WAGES OR another employee’s wages;

(ii) disclosing the employee’s own wages;

(iii) discussing another employee’s wages if those wages have been disclosed voluntarily;

(iv) asking the employer to provide a reason for the employee’s wages; or

(v) aiding or encouraging another employee’s exercise of rights under this section.

SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect October 1, 2020.

Approved:

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Governor.

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Speaker of the House of Delegates.

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President of the Senate.