

# HOUSE BILL 965

K3, L6

0lr2322  
CF SB 862

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By: **Delegates Beitzel, Buckel, and McKay**

Introduced and read first time: February 5, 2020

Assigned to: Economic Matters

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## A BILL ENTITLED

1 AN ACT concerning

2 **Labor and Employment – Minimum Wage – Allegany County and Garrett County**

3 FOR the purpose of establishing a minimum wage rate for Allegany County and Garrett  
4 County; making conforming changes; and generally relating to the payment of wages  
5 in Allegany County and Garrett County.

6 BY repealing and reenacting, with amendments,  
7 Article – Labor and Employment  
8 Section 3–413  
9 Annotated Code of Maryland  
10 (2016 Replacement Volume and 2019 Supplement)

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

### Article – Labor and Employment

13  
14 3–413.

15 (a) (1) In this section the following words have the meanings indicated.

16 (2) “Employer” includes a governmental unit.

17 (3) “Small employer” means an employer that employs 14 or fewer  
18 employees.

19 (b) Except as provided in subsection [(d)] **(E)** of this section and §§ 3–413.1 and  
20 3–414 of this subtitle, each employer shall pay:

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

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EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 at least the greater of:

- 2 (i) the minimum wage for that employee under the federal Act; or  
3 (ii) the State minimum wage set under subsection (c) of this section;

4 and

5 (2) to each other employee who is subject to this subtitle, at least the  
6 greater of:

7 (i) the highest minimum wage under the federal Act; or

8 (ii) **1. FOR A COUNTY OTHER THAN ALLEGANY COUNTY OR**  
9 **GARRETT COUNTY, the State minimum wage set under subsection (c) of this section; OR**

10 **2. FOR ALLEGANY COUNTY OR GARRETT COUNTY, THE**  
11 **MINIMUM WAGE SET UNDER SUBSECTION (D) OF THIS SECTION.**

12 (c) (1) Subject to § 3–413.1 of this subtitle and except as provided in paragraph  
13 (2) of this subsection, the State minimum wage rate is:

14 (i) for the 12–month period beginning July 1, 2017, \$9.25 per hour;

15 (ii) for the 18–month period beginning July 1, 2018, \$10.10 per hour;

16 (iii) for the 12–month period beginning January 1, 2020, \$11.00 per  
17 hour;

18 (iv) for the 12–month period beginning January 1, 2021, \$11.75 per  
19 hour;

20 (v) for the 12–month period beginning January 1, 2022, \$12.50 per  
21 hour;

22 (vi) for the 12–month period beginning January 1, 2023, \$13.25 per  
23 hour;

24 (vii) for the 12–month period beginning January 1, 2024, \$14.00 per  
25 hour; and

26 (viii) beginning January 1, 2025, \$15.00 per hour.

27 (2) Subject to § 3–413.1 of this subtitle, the State minimum wage rate for  
28 a small employer is:

29 (i) for the 18–month period beginning July 1, 2018, \$10.10 per hour;

- 1 (ii) for the 12-month period beginning January 1, 2020, \$11.00 per  
2 hour;
- 3 (iii) for the 12-month period beginning January 1, 2021, \$11.60 per  
4 hour;
- 5 (iv) for the 12-month period beginning January 1, 2022, \$12.20 per  
6 hour;
- 7 (v) for the 12-month period beginning January 1, 2023, \$12.80 per  
8 hour;
- 9 (vi) for the 12-month period beginning January 1, 2024, \$13.40 per  
10 hour;
- 11 (vii) for the 12-month period beginning January 1, 2025, \$14.00 per  
12 hour;
- 13 (viii) for the 6-month period beginning January 1, 2026, \$14.60 per  
14 hour; and
- 15 (ix) beginning July 1, 2026, \$15.00 per hour.

16 (D) SUBJECT TO § 3-413.1 OF THIS SUBTITLE, THE MINIMUM WAGE RATE IN  
17 ALLEGANY COUNTY AND GARRETT COUNTY IS:

18 (1) FOR THE 12-MONTH PERIOD BEGINNING JANUARY 1, 2021,  
19 \$11.50 PER HOUR;

20 (2) FOR THE 12-MONTH PERIOD BEGINNING JANUARY 1, 2022,  
21 \$12.00 PER HOUR;

22 (3) FOR THE 12-MONTH PERIOD BEGINNING JANUARY 1, 2023,  
23 \$12.50 PER HOUR;

24 (4) FOR THE 12-MONTH PERIOD BEGINNING JANUARY 1, 2024,  
25 \$13.00 PER HOUR;

26 (5) FOR THE 12-MONTH PERIOD BEGINNING JANUARY 1, 2025,  
27 \$13.50 PER HOUR;

28 (6) FOR THE 12-MONTH PERIOD BEGINNING JANUARY 1, 2026,  
29 \$14.00 PER HOUR;

30 (7) FOR THE 12-MONTH PERIOD BEGINNING JANUARY 1, 2027,

1 **\$14.50 PER HOUR; AND**

2 **(8) FOR THE 12-MONTH PERIOD BEGINNING JANUARY 1, 2028,**  
3 **\$15.00 PER HOUR.**

4 **[(d)] (E)** An employer may pay an employee a wage that equals a rate of 85% of  
5 the State minimum wage established under this section if the employee is under the age of  
6 18 years.

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