

HOUSE BILL 476

Unofficial Copy  
K3

1998 Regular Session  
8r1297  
CF 8r1298

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By: **Delegates Grosfeld, R. Baker, Benson, Billings, Bobo, Boston, E. Burns, Conroy, Crumlin, C. Davis, D. Davis, Exum, Franchot, Frush, Genn, Goldwater, Harrison, Healey, Heller, Hixson, Howard, Hubbard, B. Hughes, Hurson, Jones, Kagan, Kirk, Kopp, Mandel, Marriott, McIntosh, Menes, C. Mitchell, Moe, Montague, Muse, Nathan-Pulliam, Oaks, Opara, Patterson, Pitkin, Proctor, Rawlings, Rosenberg, Shriver, Turner, Valderrama, Vallario, and Watson**

Introduced and read first time: February 4, 1998  
Assigned to: Economic Matters

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A BILL ENTITLED

1 AN ACT concerning

2 **Labor and Employment - Livable Wage**

3 FOR the purpose of requiring certain employers to pay certain employees at least a  
4 certain wage rate per hour; and generally relating to the payment of wages.

5 BY repealing and reenacting, with amendments,  
6 Article - Labor and Employment  
7 Section 3-413  
8 Annotated Code of Maryland  
9 (1991 Volume and 1997 Supplement)

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

12 **Article - Labor and Employment**

13 3-413.

14 (A) Except as provided in SUBSECTION (B) OF THIS SECTION AND § 3-414 of  
15 this subtitle, each employer shall pay:

16 (1) to each employee who is subject to both the Federal Act and this  
17 subtitle, at least the GREATER OF:

18 (I) THE minimum wage for that employee under the Federal Act;  
19 [and] OR

20 (II) A WAGE RATE THAT EQUALS \$7.20 PER HOUR IN 1999 AND \$7.70  
21 PER HOUR IN 2000 AND THEREAFTER; AND

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

3 (i) the highest minimum wage under the Federal Act; [or]

4 (II) A WAGE THAT EQUALS A RATE OF \$7.20 PER HOUR IN 1999 AND  
5 \$7.70 PER HOUR IN 2000 AND THEREAFTER; OR

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

9 (B) AN EMPLOYER WHOSE ANNUAL GROSS INCOME IS \$250,000 OR LESS SHALL  
10 PAY:

11 (1) TO EACH EMPLOYEE WHO IS SUBJECT TO BOTH THE FEDERAL ACT  
12 AND THIS SUBTITLE, AT LEAST THE MINIMUM WAGE FOR THAT EMPLOYEE UNDER  
13 THE FEDERAL ACT; AND

14 (2) EACH OTHER EMPLOYEE WHO IS SUBJECT TO THIS SUBTITLE, AT  
15 LEAST:

16 (I) THE HIGHEST MINIMUM WAGE UNDER THE FEDERAL ACT; OR

17 (II) A TRAINING WAGE UNDER REGULATIONS THAT THE  
18 COMMISSIONER ADOPTS THAT INCLUDE THE CONDITIONS AND LIMITATIONS  
19 AUTHORIZED UNDER THE FEDERAL FAIR LABOR STANDARDS AMENDMENTS OF 1989.

20 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect  
21 October 1, 1998.