Unofficial Copy P2 HB 1201/00 - ECM 2001 Regular Session 1lr1213

By: Senators Pinsky, Conway, Exum, Hughes, Kelley, McFadden, Mitchell, Sfikas, and Teitelbaum

Introduced and read first time: February 2, 2001

Assigned to: Finance

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## A BILL ENTITLED

| 1 AN ACT concerning |  |
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| 2 | State Procurement Contracts and State Financial Assistance Programs - |
|---|---|
| 3 | Investment and Accountability Act                                     |

- 4 FOR the purpose of requiring certain contractors and subcontractors to pay certain
- 5 employees a certain minimum salary level under certain State procurement
- 6 contracts; requiring certain recipients of State financial assistance and certain
- 7 health care providers receiving certain revenue levels through the State's
- 8 medical assistance program to pay certain employees a certain minimum salary
- 9 level; requiring the State to pay State employees the same minimum salary
- 10 level; providing certain exemptions; requiring an alternative minimum salary
- level for work previously performed by State employees; requiring the
- 12 Commissioner of Labor and Industry to prescribe a living wage level based on a
- certain federal rate, to administer and enforce requirements with regard to
- employees other than State employees, and to investigate complaints involving
- employees other than State employees; requiring the Secretary of Budget and
- Management to administer and enforce requirements and investigate
- 17 complaints involving State employees; requiring certain units of State
- government to adopt regulations and authorizing certain units to grant certain
- waivers; granting certain employees rights of free speech and association;
- 20 requiring covered employers to post certain information; authorizing an
- 21 employee other than a State employee to sue for certain damages under certain
- 22 circumstances; providing certain remedies and certain procedural requirements;
- 23 prohibiting an employer from retaliating against an employee based on a certain
- 24 action; establishing certain penalties; defining certain terms; and generally
- 25 relating to levels of wages paid to State employees and to employees under
- 26 certain service contracts and financial assistance programs supported with
- 27 State revenues.
- 28 BY repealing and reenacting, with amendments,
- 29 Article State Finance and Procurement
- 30 Section 11-101(x)
- 31 Annotated Code of Maryland
- 32 (1995 Replacement Volume and 2000 Supplement)

| 1<br>2<br>3<br>4<br>5<br>6 | BY adding to Article - State Finance and Procurement Section 12-101(c); and 19-101 through 19-111, inclusive, to be under the new title "Title 19. Living Wage" Annotated Code of Maryland (1995 Replacement Volume and 2000 Supplement) |
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| 7<br>8<br>9<br>10<br>11    | •  |
| 12<br>13                   | SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND, That the Laws of Maryland read as follows:   |
| 14                         | <b>Article - State Finance and Procurement</b>   |
| 15                         | 11-101.  |
|                            | (x) (1) "Unit" means an officer or other entity that is in the Executive Branch of the State government and is authorized by law to enter into a procurement contract.   |
| 21                         | (2) FOR PURPOSES OF TITLE 19 OF THIS ARTICLE, "UNIT" INCLUDES AN ENTITY IN THE EXECUTIVE BRANCH OF STATE GOVERNMENT THAT ADMINISTERS A FINANCIAL ASSISTANCE PROGRAM REQUIRING THE PAYMENT OF LIVING WAGE RATES.                          |
| 23                         | (3) "Unit" does not include:   |
| 24<br>25                   | (i) a bistate, multistate, bicounty, or multicounty governmental agency; or  |
|                            | (ii) a special tax district, sanitary district, drainage district, soil conservation district, water supply district, or other political subdivision of the State. 12-101.   |
| 29<br>30                   | (C) THE BOARD SHALL ADOPT REGULATIONS GOVERNING THE APPLICATION OF TITLE 19 OF THIS ARTICLE TO:  |
|                            | (1) CONTRACTORS AND SUBCONTRACTORS SUBJECT TO THE PROVISIONS OF TITLE 19 OF THIS ARTICLE, AFTER CONSULTATION WITH THE COMMISSIONER OF LABOR AND INDUSTRY; AND  |
| 34<br>35                   | (2) STATE EMPLOYEES, AFTER CONSULTATION WITH THE SECRETARY OF BUDGET AND MANAGEMENT.   |

3 **SENATE BILL 414** 1 TITLE 19. LIVING WAGE. 2 19-101. 3 IN THIS TITLE THE FOLLOWING WORDS HAVE THE MEANINGS INDICATED. (A) 4 (B) "COMMISSIONER" MEANS THE COMMISSIONER OF LABOR AND INDUSTRY. 5 "EMPLOYER" MEANS: (C) 6 THE STATE OR A PRINCIPAL UNIT OF STATE GOVERNMENT; OR (1) 7 (2) A FOR PROFIT OR NOT FOR PROFIT ENTITY THAT: (I) HAS A STATE CONTRACT FOR SERVICES VALUED AT \$100,000 OR 9 MORE: 10 (II)HAS A SUBCONTRACT FOR SERVICES VALUED AT \$25,000 OR 11 MORE UNDER A CONTRACT COVERED UNDER ITEM (1) OF THIS SUBSECTION; IS A HEALTH CARE PROVIDER THAT RECEIVES 50% OR MORE OF 12 (III)13 ITS ANNUAL GROSS REVENUES THROUGH THE STATE'S MEDICAL ASSISTANCE 14 PROGRAM; OR SUBJECT TO § 19-102(B)(3) OF THIS TITLE, IS A RECIPIENT OF 15 (IV) 16 STATE FINANCIAL ASSISTANCE. "INDEX" MEANS THE MOST RECENT AVAILABLE FIGURE STATED IN THE 17 (D) 18 PUBLICATION "POVERTY IN THE UNITED STATES", PUBLISHED BY THE UNITED 19 STATES BUREAU OF THE CENSUS AND UPDATED ON AN ANNUAL BASIS, WHICH 20 DEFINES THE NATIONAL POVERTY LEVEL FOR A FAMILY OF FOUR. SUBJECT TO PARAGRAPH (2) OF THIS SUBSECTION, "LIVING WAGE" 21 22 MEANS AN HOURLY WAGE RATE SET BY THE COMMISSIONER THAT, BASED ON A 23 40-HOUR WORKWEEK, WOULD PROVIDE AN EMPLOYEE WITH AN ANNUAL INCOME 24 THAT IS AT LEAST 130% OF THE INDEX. IF THE PUBLISHED NATIONAL POVERTY LEVEL FOR A FAMILY OF 26 FOUR IS REDUCED, THE LIVING WAGE SET BY THE COMMISSIONER MAY NOT BE LESS 27 THAN THE HOURLY WAGE IN EFFECT DURING THE PREVIOUS YEAR. "RECIPIENT OF STATE ASSISTANCE" MEANS A FOR PROFIT OR NOT FOR 28 29 PROFIT EMPLOYER THAT RECEIVES STATE ASSISTANCE THROUGH BOND PROCEEDS. 30 GRANT, LOAN, RENT SUBSIDY, OR TAX INCENTIVE.

THIS TITLE DOES NOT APPLY TO AN EMPLOYER THAT IS A NOT FOR

THAT HAS ANNUAL GROSS REVENUES OF LESS THAN:

31 19-102.

(A) 33 PROFIT ENTITY:

(1)

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34

SUBJECT TO SUBSECTIONS (B) THROUGH (D) OF THIS SECTION, AN

IF A CONTRACT IS SUBJECT TO PREVAILING WAGE REQUIREMENTS

28 EMPLOYER SUBJECT TO THIS TITLE SHALL PAY EACH EMPLOYEE COVERED UNDER 29 THIS TITLE AT AN HOURLY RATE THAT IS AT LEAST THE LIVING WAGE AS SET BY THE

32 UNDER TITLE 17, SUBTITLE 2 OF THIS ARTICLE, AN EMPLOYER SHALL PAY AN 33 EMPLOYEE THE HIGHER WAGE RATE OF THE WAGE RATES REQUIRED UNDER TITLE

34 17, SUBTITLE 2 OF THIS ARTICLE OR OF THIS TITLE.

26 19-103.

(A)

(B)

30 COMMISSIONER.

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- 1 (C) IF A CONTRACT FOR SERVICES COVERS WORK PREVIOUSLY PERFORMED 2 BY STATE EMPLOYEES, AN EMPLOYER SHALL PAY AN EMPLOYEE A WAGE RATE THAT 3 IS NOT LESS THAN THE GREATER OF:
- 4 (1) (I) THE STEP 1 RATE WITHIN THE LOWEST GRADE AT WHICH THE 5 POSITION WOULD BE CLASSIFIED IF THE WORK CONTINUED TO BE PERFORMED BY 6 STATE EMPLOYEES; AND
- 7 (II) EITHER COMPARABLE BENEFITS OR THE CASE EQUIVALENT OF 8 COMPARABLE BENEFITS: OR
- 9 (2) THE WAGE RATE REQUIRED UNDER THIS TITLE.
- 10 (D) IF THE UNIT RESPONSIBLE FOR A STATE CONTRACT OR FINANCIAL
- 11 ASSISTANCE PROGRAM DETERMINES THAT APPLICATION OF THIS TITLE WOULD
- 12 CONFLICT WITH ANY APPLICABLE FEDERAL PROGRAM REQUIREMENT, THIS TITLE
- 13 DOES NOT APPLY TO THE CONTRACT OR PROGRAM.
- 14 19-104.
- 15 (A) THE COMMISSIONER ANNUALLY SHALL DETERMINE THE LIVING WAGE 16 RATE APPLICABLE UNDER THIS TITLE.
- 17 (B) THE COMMISSIONER SHALL ADOPT REGULATIONS GOVERNING 18 EMPLOYERS SUBJECT TO THIS TITLE AND:
- 19 (1) EXCEPT FOR THE STATE OR A PRINCIPAL UNIT OF THE STATE WITH
- 20 REGARD ONLY TO ITS OWN EMPLOYEES, MAY REQUIRE THAT AN EMPLOYER KEEP
- 21 RECORDS AND SUBMIT REPORTS TO THE COMMISSIONER THAT THE COMMISSIONER
- 22 DETERMINES NECESSARY FOR THE EFFECTIVE ADMINISTRATION AND
- 23 ENFORCEMENT OF THIS TITLE; AND
- 24 (2) FOR THE STATE OR A PRINCIPAL UNIT OF THE STATE WITH REGARD
- 25 TO ITS OWN EMPLOYEES, MAY REQUIRE THAT THE PRINCIPAL UNIT KEEP RECORDS
- 26 AND SUBMIT REPORTS TO THE SECRETARY OF BUDGET AND MANAGEMENT THAT
- 27 THE SECRETARY DETERMINES NECESSARY FOR THE EFFECTIVE ADMINISTRATION
- 28 AND ENFORCEMENT OF THIS TITLE.
- 29 (C) IN CONSULTATION WITH THE COMMISSIONER, EACH UNIT THAT
- 30 ADMINISTERS A STATE FINANCIAL ASSISTANCE PROGRAM SHALL ADOPT
- 31 REGULATIONS GOVERNING THE APPLICATION OF THIS TITLE TO RECIPIENTS OF
- 32 STATE ASSISTANCE SUBJECT TO THE PROVISIONS OF THIS TITLE.
- 33 19-105.
- 34 (A) NOTWITHSTANDING § 19-103 OF THIS TITLE, A NOT FOR PROFIT ENTITY
- 35 THAT IS SUBJECT TO THIS TITLE MAY APPLY TO THE UNIT RESPONSIBLE FOR THE
- 36 APPLICABLE CONTRACT OR PROGRAM REQUESTING AN ECONOMIC HARDSHIP
- 37 WAIVER UNDER WHICH WAGE LEVELS REQUIRED UNDER THIS TITLE WOULD NOT
- 38 APPLY.

- 1 (B) THE UNIT MAY ONLY GRANT A WAIVER UNDER THIS SECTION AFTER:
- 2 (1) A REVIEW OF THE NOT FOR PROFIT ENTITY'S FINANCIAL SITUATION, 3 INCLUDING SALARY LEVELS OF THE ENTITY'S MANAGEMENT PERSONNEL; AND
- 4 (2) A DETERMINATION THAT THE APPLICATION OF THIS TITLE WOULD
- 5 CAUSE AN UNDUE HARDSHIP ON THE ENTITY'S OPERATION.
- 6 19-106.
- 7 (A) AN EMPLOYEE COVERED UNDER THIS TITLE HAS A RIGHT OF FREE 8 SPEECH AND ASSOCIATION.
- 9 (B) (1) SUBJECT TO PARAGRAPH (2) OF THIS SUBSECTION, AN AGREEMENT 10 BY AN EMPLOYEE TO COMMUTE, RELEASE, OR WAIVE THE EMPLOYEE'S RIGHTS 11 UNDER THIS TITLE IS VOID.
- 12 (2) WAGE RATES REQUIRED UNDER THIS TITLE MAY BE MODIFIED 13 THROUGH A BONA FIDE COLLECTIVE BARGAINING AGREEMENT.
- 14 19-107.
- 15 (A) DURING ANY PERIOD IN WHICH AN EMPLOYEE OF THE EMPLOYER IS
- 16 ENTITLED TO A WAGE RATE UNDER THIS TITLE, EACH EMPLOYER SUBJECT TO THIS
- 17 TITLE SHALL POST IN A PROMINENT AND EASILY ACCESSIBLE PLACE AT THE WORK
- 18 SITE A NOTICE OF:
- 19 (1) THE LIVING WAGE RATE;
- 20 (2) EMPLOYEE RIGHTS UNDER THIS TITLE; AND
- 21 (3) THE NAME, ADDRESS, AND TELEPHONE NUMBER OF THE
- 22 COMMISSIONER.
- 23 (B) THE NOTICE UNDER THIS SECTION SHALL BE POSTED IN ENGLISH,
- 24 SPANISH, AND ANY OTHER LANGUAGE COMMONLY USED BY EMPLOYEES AT THE
- 25 WORK SITE.
- 26 (C) (1) IF THE VIOLATION DOES NOT INVOLVE A STATE EMPLOYEE, AND
- 27 SUBJECT TO § 10-1001 OF THE STATE GOVERNMENT ARTICLE, THE COMMISSIONER
- 28 MAY IMPOSE ON A PERSON THAT VIOLATES THIS SECTION A CIVIL PENALTY NOT
- 29 EXCEEDING \$50 PER VIOLATION.
- 30 (2) THE SECRETARY OF BUDGET AND MANAGEMENT MAY TAKE
- 31 APPROPRIATE ACTION UNDER THE STATE PERSONNEL MANAGEMENT SYSTEM
- 32 AGAINST ANY PRINCIPAL UNIT OR APPOINTING AUTHORITY OF A PRINCIPAL UNIT
- 33 THAT VIOLATES THIS SECTION WITH REGARD TO A STATE EMPLOYEE.

31 SHALL:

(I)

33 (II) SERVE, PERSO 34 WITH A COPY OF THE DETERMINATION.

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1 19-108. THE COMMISSIONER SHALL INVESTIGATE A COMPLAINT UNDER 2 (A) (1) 3 THIS TITLE IF THE COMPLAINT INVOLVES AN EMPLOYEE WHO IS NOT A STATE 4 EMPLOYEE. THE SECRETARY OF BUDGET AND MANAGEMENT SHALL 6 INVESTIGATE A COMPLAINT UNDER THIS TITLE AGAINST A PRINCIPAL UNIT OF 7 STATE GOVERNMENT BY A STATE EMPLOYEE. A WRITTEN OR ORAL COMPLAINT OR STATEMENT MADE BY AN EMPLOYEE 9 UNDER THIS TITLE IS CONFIDENTIAL AND MAY NOT BE DISCLOSED TO THE 10 EMPLOYER WITHOUT THE CONSENT OF THE EMPLOYEE. 11 IN AN INVESTIGATION UNDER SUBSECTION (A) (1) OF THIS SECTION, AN 12 EMPLOYER SUBJECT TO THIS TITLE SHALL ALLOW THE COMMISSIONER OR THE 13 COMMISSIONER'S DESIGNEE ACCESS TO A WORK SITE AND PAYROLL RECORDS, AND 14 ALLOW AN OPPORTUNITY TO INTERVIEW EMPLOYEES FOR PURPOSES OF ENFORCING 15 THIS TITLE. WITHIN 30 DAYS AFTER COMPLETING AN INVESTIGATION, THE 16 (D) (1) 17 COMMISSIONER SHALL ISSUE AN ORDER FOR A HEARING. AT LEAST 10 DAYS BEFORE THE HEARING, THE COMMISSIONER 19 SHALL SERVE, PERSONALLY OR BY MAIL, WRITTEN NOTICE OF THE HEARING ON ALL 20 INTERESTED PARTIES. 21 (3) THE NOTICE SHALL INCLUDE: 22 (I) A STATEMENT OF FACTS DISCLOSED IN THE INVESTIGATION: 23 AND (II)THE TIME AND PLACE OF THE HEARING. 24 IN CONDUCTING A HEARING, THE COMMISSIONER MAY: 25 (4) (I) SUBPOENA WITNESSES; 26 27 (II)ADMINISTER OATHS; AND 28 (III)COMPEL THE PRODUCTION OF RECORDS, BOOKS, PAPERS, AND 29 OTHER EVIDENCE. 30 (E) (1) AFTER THE CONCLUSION OF THE HEARING. THE COMMISSIONER

ISSUE A DETERMINATION; AND

SERVE, PERSONALLY OR BY MAIL, EACH INTERESTED PARTY

- 1 (2) IF THE COMMISSIONER FINDS A VIOLATION OF THIS TITLE, THE
- 2 COMMISSIONER SHALL DETERMINE THE AMOUNT OF RESTITUTION AND
- 3 LIQUIDATED DAMAGES TO BE ASSESSED UNDER § 19-108 OF THIS TITLE.
- 4 (3) ON RECEIPT OF THE DETERMINATION, THE EMPLOYER SHALL PAY
- 5 THE AFFECTED EMPLOYEES THE AMOUNT DUE IN ACCORDANCE WITH THE
- 6 COMMISSIONER'S DETERMINATION.
- 7 19-109.
- 8 (A) IN A CASE INVOLVING AN EMPLOYEE OTHER THAN A STATE EMPLOYEE, IF
- 9 THE COMMISSIONER DETERMINES THAT THE EMPLOYER VIOLATED A PROVISION OF
- 10 THIS TITLE OR REGULATIONS OF THE COMMISSIONER. THE EMPLOYER SHALL:
- 11 (1) PAY RESTITUTION TO EACH AFFECTED EMPLOYEE; AND
- 12 (2) PAY TO THE STATE LIQUIDATED DAMAGES OF \$20 PER DAY FOR EACH
- 13 EMPLOYEE WHO IS PAID LESS THAN THE HOURLY RATE REQUIRED UNDER THIS
- 14 TITLE.
- 15 (B) IN A CASE INVOLVING A STATE EMPLOYEE, IF THE SECRETARY OF
- 16 BUDGET AND MANAGEMENT DETERMINES THAT THE EMPLOYER VIOLATED A
- 17 PROVISION OF THIS TITLE OR REGULATIONS OF THE COMMISSIONER, THE
- 18 EMPLOYER SHALL PAY RESTITUTION TO EACH AFFECTED EMPLOYEE.
- 19 19-110.
- 20 (A) (1) IF AN EMPLOYEE OTHER THAN A STATE EMPLOYEE IS PAID LESS
- 21 THAN THE WAGE RATE REQUIRED UNDER THIS TITLE OR IF AN EMPLOYER
- 22 RETALIATES AGAINST THE EMPLOYEE SOLELY BECAUSE THE EMPLOYEE EXERCISED
- 23 RIGHTS GRANTED UNDER THIS TITLE, THE EMPLOYEE IS ENTITLED TO SUE TO
- 24 RECOVER TREBLE THE AMOUNT OF THE DIFFERENCE BETWEEN THE WAGE RATE
- 25 REQUIRED UNDER THIS TITLE AND THE AMOUNT RECEIVED BY THE EMPLOYEE.
- 26 (2) A DETERMINATION BY THE COMMISSIONER THAT AN EMPLOYER IS
- 27 REQUIRED TO MAKE RESTITUTION DOES NOT PRECLUDE AN EMPLOYEE FROM
- 28 FILING AN ACTION UNDER THIS SECTION.
- 29 (B) (1) AN ACTION UNDER THIS SECTION IS CONSIDERED TO BE A SUIT FOR
- 30 WAGES.
- 31 (2) A JUDGMENT IN AN ACTION UNDER THIS SECTION SHALL HAVE THE
- 32 SAME FORCE AND EFFECT AS ANY OTHER JUDGMENT FOR WAGES.
- 33 (C) THE FAILURE OF AN EMPLOYEE TO PROTEST ORALLY OR IN WRITING THE
- 34 PAYMENT OF A WAGE THAT IS LESS THAN THE WAGE RATE REQUIRED UNDER THIS
- 35 TITLE IS NOT A BAR TO RECOVERY IN AN ACTION UNDER THIS SECTION.
- 36 (D) IN ADDITION TO DAMAGES UNDER SUBSECTION (A)(1) OF THIS SECTION,
- 37 THE COURT MAY AWARD AN EMPLOYEE WHO SUCCESSFULLY COLLECTS WAGES

- **SENATE BILL 414** 1 UNDER THIS SECTION THE REASONABLE COSTS OF FILING THE LAWSUIT. 2 INCLUDING REASONABLE ATTORNEY FEES. 3 19-111. AN EMPLOYER MAY NOT RETALIATE AGAINST AN EMPLOYEE SOLELY (A) 5 BECAUSE THE EMPLOYEE EXERCISES THE EMPLOYEE'S RIGHTS UNDER THIS TITLE. AN EMPLOYER OTHER THAN A STATE EMPLOYER WHO VIOLATES 6 7 SUBSECTION (A) OF THIS SECTION IS GUILTY OF A MISDEMEANOR AND ON 8 CONVICTION IS SUBJECT TO A FINE NOT EXCEEDING \$500 OR IMPRISONMENT NOT 9 EXCEEDING 1 YEAR OR BOTH. 10 **Article - Health - General** 11 15-105. 12 (a) The Department shall adopt rules and regulations for the (1) 13 reimbursement of providers under the Program. However, except for an invoice that 14 must be submitted to a Medicare intermediary or Medicare carrier for an individual 15 who may have both Medicare and Medicaid coverage, payment may not be made for 16 an invoice that is received more than 1 year after the dates of the services given. 17 IN CONSULTATION WITH THE COMMISSIONER OF LABOR AND 18 INDUSTRY, THE DEPARTMENT SHALL ADOPT REGULATIONS GOVERNING THE 19 APPLICATION OF TITLE 19 OF THE STATE FINANCE AND PROCUREMENT ARTICLE TO 20 HEALTH CARE PROVIDERS SUBJECT TO THE PROVISIONS OF THAT TITLE. 21 A provider who fails to submit an invoice within the required time may not 22 recover the amount later from the Program recipient. 23 (c) The Department shall adopt regulations for the reimbursement of (1) 24 specialty outpatient treatment and diagnostic services rendered to Program 25 recipients at a freestanding clinic owned and operated by a hospital that is under a 26 capitation agreement approved by the Health Services Cost Review Commission. 27 (2) (i) Except as provided in subparagraph (ii) of this paragraph, the 28 reimbursement rate under paragraph (1) of this subsection shall be set according to 29 Medicare standards and principles for retrospective cost reimbursement as described 30 in 42 CFR Part 413 or on the basis of charges, whichever is less.
- The reimbursement rate for a hospital that has transferred 32 outpatient oncology, diagnostic, rehabilitative, and digestive disease services to an
- 33 off-site facility prior to January 1, 1999 shall be set according to the rates approved
- 34 by the Health Services Cost Review Commission if:
- 1. The transfer of services was due to zoning restrictions at
- 36 the hospital campus;

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- 1 2. The off-site facility is surveyed as part of the hospital for
- 2 purposes of accreditation by the Joint Commission on the Accreditation of Health
- 3 Care Organizations; and
- 4 3. The hospital notifies the Health Services Cost Review
- 5 Commission in writing by July 1, 1999 that the hospital would like the services
- 6 provided at the off-site facility subject to Title 19, Subtitle 2 of this Article.
- 7 (d) This section has no effect if its operation would cause this State to lose any
- 8 federal funds.
- 9 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect
- 10 October 1, 2001.