
By: **Delegates Petzold, Dumais, Gutierrez, King, Lee, McComas, and Menes**

Introduced and read first time: January 26, 2006

Assigned to: Economic Matters

A BILL ENTITLED

1 AN ACT concerning

2 **Wage Payments - Prohibition of Printing Social Security Numbers**

3 FOR the purpose of prohibiting an employer from printing or causing to be printed an
4 employee's Social Security number on a wage payment check or certain other
5 wage payment documents; and generally relating to wage payments and Social
6 Security numbers.

7 BY repealing and reenacting, with amendments,
8 Article - Labor and Employment
9 Section 3-502
10 Annotated Code of Maryland
11 (1999 Replacement Volume and 2005 Supplement)

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

14 **Article - Labor and Employment**

15 3-502.

16 (a) (1) Each employer:

17 (i) shall set regular pay periods; and

18 (ii) except as provided in paragraph (2) of this subsection, shall pay
19 each employee at least once in every 2 weeks or twice in each month.

20 (2) An employer may pay an administrative, executive, or professional
21 employee less frequently than required under paragraph (1)(ii) of this subsection.

22 (b) If the regular payday of an employee is a nonworkday, an employer shall
23 pay the employee on the preceding workday.

24 (c) Each employer shall pay a wage:

25 (1) in United States currency; or

1 (2) by a check that, on demand, is convertible at face value into United
2 States currency.

3 (D) AN EMPLOYER MAY NOT PRINT OR CAUSE TO BE PRINTED AN EMPLOYEE'S
4 SOCIAL SECURITY NUMBER ON THE EMPLOYEE'S WAGE PAYMENT CHECK, AN
5 ATTACHMENT TO AN EMPLOYEE'S WAGE PAYMENT CHECK, A NOTICE OF DIRECT
6 DEPOSIT OF AN EMPLOYEE'S WAGE, OR A NOTICE OF CREDIT OF AN EMPLOYEE'S
7 WAGE TO A DEBIT CARD OR CARD ACCOUNT.

8 [(d)] (E) This section does not prohibit the:

9 (1) direct deposit of the wage of an employee into a personal bank
10 account of the employee in accordance with an authorization of the employee; or

11 (2) credit of the wage of an employee to a debit card or card account from
12 which the employee is able to access the funds through withdrawal, purchase, or
13 transfer if:

14 (i) authorized by the employee; and

15 (ii) any fees applicable to the debit card or card account are
16 disclosed to the employee in writing in at least 12 point font.

17 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect
18 October 1, 2006.