

# HOUSE BILL 1156

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8lr2433

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By: **Delegates Kaiser and Dumais**

Introduced and read first time: February 7, 2008

Assigned to: Economic Matters

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## A BILL ENTITLED

1 AN ACT concerning

2 **Labor and Employment – Pay Disparity Data – Reporting**

3 FOR the purpose of authorizing the Commissioner of Labor and Industry to collect  
4 certain employee data; authorizing the Commissioner to analyze certain records  
5 to study pay disparity issues; and generally relating to the reporting of pay  
6 disparity data.

7 BY repealing and reenacting, with amendments,  
8 Article – Labor and Employment  
9 Section 3–305  
10 Annotated Code of Maryland  
11 (1999 Replacement Volume and 2007 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 3–305.

16 (a) [(1)] Each employer shall keep each record that the Commissioner  
17 requires on:

18 [(i)] (1) wages of employees;

19 [(ii)] (2) job classifications of employees; [and]

20 (3) **RACIAL CLASSIFICATION OF EMPLOYEES;**

21 (4) **GENDER OF EMPLOYEES; AND**

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EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1                    [(iii)] **(5)**     other conditions of employment.

2                    [(2)] **(B)**     An employer shall keep the records required under this  
3 [subsection] **SECTION** for the period of time that the Commissioner requires.

4                    [(b)] **(C)**     On the basis of the records required under this section, an  
5 employer shall make each report that the Commissioner requires.

6                    **(D)   THE COMMISSIONER MAY ANALYZE THE RECORDS REQUIRED**  
7 **UNDER THIS SECTION TO STUDY PAY DISPARITY ISSUES.**

8                    **SECTION 2. AND BE IT FURTHER ENACTED,** That this Act shall take effect  
9 October 1, 2008.