

HOUSE BILL 1156

K3

8lr2433

By: **Delegates Kaiser and Dumais**

Introduced and read first time: February 7, 2008

Assigned to: Economic Matters

Committee Report: Favorable with amendments

House action: Adopted

Read second time: February 27, 2008

CHAPTER _____

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; requiring the Commissioner to provide a certain
6 report to the General Assembly; providing for the termination of this Act; and
7 generally relating to the reporting of pay disparity data.

8 BY repealing and reenacting, with amendments,
9 Article – Labor and Employment
10 Section 3–305
11 Annotated Code of Maryland
12 (1999 Replacement Volume and 2007 Supplement)

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

15 **Article – Labor and Employment**

16 3–305.

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

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

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.

Underlining indicates amendments to bill.

~~Strike-out~~ indicates matter stricken from the bill by amendment or deleted from the law by amendment.



- 1 [(ii)] **(2)** job classifications of employees; [and]
 2 **(3)** **RACIAL CLASSIFICATION OF EMPLOYEES;**
 3 **(4)** **GENDER OF EMPLOYEES; AND**
 4 [(iii)] **(5)** other conditions of employment.

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

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

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

11 SECTION 2. AND BE IT FURTHER ENACTED, That, on or before October 1,
 12 2013, the Commissioner of Labor and Industry shall report to the General Assembly,
 13 in accordance with § 2-1246 of the State Government Article, regarding the analysis of
 14 data collected under this Act.

15 SECTION ~~2~~ 3. AND BE IT FURTHER ENACTED, That this Act shall take
 16 effect October 1, 2008. It shall remain effective for a period of 5 years and 3 months
 17 and, at the end of December 31, 2013, with no further action required by the General
 18 Assembly, this Act shall be abrogated and of no further force and effect.

Approved:

Governor.

Speaker of the House of Delegates.

President of the Senate.