

CHAPTER 114

(House Bill 1156)

AN ACT concerning

Labor and Employment – Pay Disparity Data – Reporting

FOR the purpose of authorizing the Commissioner of Labor and Industry to collect certain employee data; authorizing the Commissioner to analyze certain records to study pay disparity issues; requiring the Commissioner to provide a certain report to the General Assembly; providing for the termination of this Act; and generally relating to the reporting of pay disparity data.

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

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

Article – Labor and Employment

3–305.

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

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

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

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

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

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

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

Approved by the Governor, April 8, 2008.