

SB0406/223490/1

BY: Economic Matters Committee

AMENDMENTS TO SENATE BILL 406
(Third Reading File Bill)

AMENDMENT NO. 1

On page 1, in line 3, strike “Payment of Liquidated Damages” and substitute “Suits by Employees”; strike beginning with “altering” in line 17 down through “violations” in line 18 and substitute “expanding rights and remedies for private enforcement suits under the State prevailing wage law; authorizing certain employees to seek certain compensation and additional remedies from certain employers under certain circumstances; authorizing certain employees to file certain court actions; requiring that certain actions be brought within a certain time period; providing that a certain contract is not a bar to the recovery of certain remedies; authorizing a court to award certain employees certain wages, other compensation, and fees in certain circumstances; authorizing certain employees to bring an action on their behalf and on behalf of certain other employees; subjecting certain persons to certain civil penalties; prohibiting a contractor or subcontractor from engaging in certain conduct against certain employees; subjecting a contractor or subcontractor to certain penalties for certain violations”; in line 19, strike “the payment of liquidated damages” and substitute “private enforcement actions”; and in line 23, strike “17-222” and substitute “17-224”.

AMENDMENT NO. 2

On page 2, after line 5, insert:

“17-224.

(a) (1) If an employee under a public work contract is paid less than the prevailing wage rate for that employee’s classification for the work performed, the employee is entitled to sue **THE EMPLOYEE’S EMPLOYER** to recover the difference

(Over)

between the prevailing wage rate and the amount received by the employee AND TO SEEK ADDITIONAL REMEDIES AS PROVIDED UNDER THIS SECTION.

(2) A determination by the Commissioner that a contractor is required to make restitution does not preclude an employee from filing an action under this section.

(b) (1) An action under this section is considered to be a suit for wages AND MAY BE FILED IN ANY COURT OF COMPETENT JURISDICTION.

(2) A judgment in an action under this section shall have the same force and effect as any other judgment for wages.

(3) AN ACTION BROUGHT UNDER THIS SECTION FOR A VIOLATION OF THIS SUBTITLE SHALL BE FILED WITHIN 3 YEARS FROM THE DATE THE AFFECTED EMPLOYEE KNEW OR SHOULD HAVE KNOWN OF THE VIOLATION.

(c) (1) The failure of an employee to protest orally or in writing the payment of a wage that is less than the prevailing wage rate is not a bar to recovery in an action under this section.

(2) A CONTRACT OR OTHER WRITTEN DOCUMENT IN WHICH AN EMPLOYEE STATES THAT THE EMPLOYEE SHALL BE PAID LESS THAN THE AMOUNT REQUIRED BY THIS SUBTITLE DOES NOT BAR THE RECOVERY OF ANY REMEDY PRESCRIBED UNDER THIS SUBTITLE.

(D) (1) EXCEPT AS PROVIDED IN PARAGRAPH (3) OF THIS SUBSECTION, IF THE COURT IN AN ACTION FILED UNDER THIS SECTION FINDS THAT AN EMPLOYER PAID AN EMPLOYEE LESS THAN THE REQUISITE PREVAILING WAGE, THE COURT SHALL AWARD THE AFFECTED EMPLOYEE THE

DIFFERENCE BETWEEN THE WAGE ACTUALLY PAID AND THE PREVAILING WAGE AT THE TIME THAT THE SERVICES WERE RENDERED.

(2) (I) SUBJECT TO SUBPARAGRAPH (II) OF THIS PARAGRAPH, UNPAID FRINGE BENEFIT CONTRIBUTIONS OWED FOR AN EMPLOYEE IN ACCORDANCE WITH THIS SECTION SHALL BE PAID TO THE APPROPRIATE BENEFIT FUND, PLAN, OR PROGRAM.

(II) IN THE ABSENCE OF AN APPROPRIATE BENEFIT FUND, PLAN, OR PROGRAM, THE AMOUNT OWED FOR FRINGE BENEFITS FOR AN EMPLOYEE SHALL BE PAID DIRECTLY TO THE EMPLOYEE.

(3) THE COURT MAY NOT ORDER THE PAYMENT OF DOUBLE DAMAGES OR TREBLE DAMAGES UNDER THIS SECTION UNLESS THE COURT FINDS THAT THE EMPLOYER WITHHELD WAGES OR FRINGE BENEFITS WILLFULLY AND KNOWINGLY OR WITH DELIBERATE IGNORANCE OR RECKLESS DISREGARD OF THE EMPLOYER'S OBLIGATIONS UNDER THIS SUBTITLE.

(4) IN AN ACTION UNDER THIS SECTION, THE COURT SHALL AWARD A PREVAILING PLAINTIFF REASONABLE COUNSEL FEES AND COSTS.

(5) IF THE COURT FINDS THAT AN EMPLOYEE SUBMITTED A FALSE OR FRAUDULENT CLAIM IN AN ACTION UNDER THIS SECTION, THE COURT MAY ORDER THE EMPLOYEE TO PAY THE EMPLOYER REASONABLE COUNSEL FEES AND COSTS.

(E) (1) SUBJECT TO PARAGRAPH (2) OF THIS SUBSECTION, AN ACTION FILED IN ACCORDANCE WITH THIS SECTION MAY BE BROUGHT BY ONE OR MORE EMPLOYEES ON BEHALF OF THAT EMPLOYEE OR GROUP OF EMPLOYEES AND ON BEHALF OF OTHER EMPLOYEES SIMILARLY SITUATED.

(Over)

(2) AN EMPLOYEE MAY NOT BE A PARTY PLAINTIFF TO AN ACTION BROUGHT UNDER THIS SECTION UNLESS THAT EMPLOYEE FILES WRITTEN CONSENT WITH THE COURT IN WHICH THE ACTION IS BROUGHT TO BECOME A PARTY TO THE ACTION.

(F) (1) A PERSON FOUND TO HAVE MADE A FALSE OR FRAUDULENT REPRESENTATION OR OMISSION KNOWN TO BE FALSE OR MADE WITH DELIBERATE IGNORANCE OR RECKLESS DISREGARD FOR ITS TRUTH OR FALSITY REGARDING A MATERIAL FACT IN CONNECTION WITH ANY PREVAILING WAGE PAYROLL RECORD REQUIRED BY § 17-220 OF THIS SUBTITLE IS LIABLE FOR A CIVIL PENALTY OF \$1,000 FOR EACH FALSIFIED RECORD.

(2) THE PENALTY SHALL BE RECOVERABLE IN A CIVIL ACTION FILED IN ACCORDANCE WITH THIS SECTION AND PAID TO THE STATE GENERAL FUND.

(G) AN EMPLOYER MAY NOT DISCHARGE, THREATEN, OR OTHERWISE RETALIATE OR DISCRIMINATE AGAINST AN EMPLOYEE REGARDING COMPENSATION OR OTHER TERMS AND CONDITIONS OF EMPLOYMENT BECAUSE THAT EMPLOYEE OR AN ORGANIZATION OR OTHER PERSON ACTING ON BEHALF OF THAT EMPLOYEE:

(1) REPORTS OR MAKES A COMPLAINT UNDER THIS SUBTITLE OR OTHERWISE ASSERTS THE WORKER'S RIGHTS UNDER THIS SECTION; OR

(2) PARTICIPATES IN ANY INVESTIGATION, HEARING, OR INQUIRY HELD BY THE COMMISSIONER UNDER § 17-221 OF THIS SUBTITLE.

(H) (1) A CONTRACTOR OR SUBCONTRACTOR MAY NOT RETALIATE OR DISCRIMINATE AGAINST AN EMPLOYEE IN VIOLATION OF THIS SECTION.

(2) IF A CONTRACTOR OR SUBCONTRACTOR RETALIATES OR DISCRIMINATES AGAINST AN EMPLOYEE IN VIOLATION OF THIS SECTION, THE AFFECTED EMPLOYEE MAY FILE AN ACTION IN ANY COURT OF COMPETENT JURISDICTION WITHIN 3 YEARS FROM THE EMPLOYEE'S KNOWLEDGE OF THE ACTION.

(3) IF THE COURT FINDS IN FAVOR OF THE EMPLOYEE IN AN ACTION BROUGHT UNDER THIS SUBSECTION, THE COURT SHALL ORDER THAT THE CONTRACTOR OR SUBCONTRACTOR:

(I) REINSTATE THE EMPLOYEE OR PROVIDE THE EMPLOYEE RESTITUTION, AS APPROPRIATE;

(II) PAY THE EMPLOYEE AN AMOUNT EQUAL TO THREE TIMES THE AMOUNT OF BACK WAGES AND FRINGE BENEFITS CALCULATED FROM THE DATE OF THE VIOLATION; AND

(III) PAY REASONABLE COUNSEL FEES AND OTHER COSTS.”.

On pages 4 and 5, strike in their entirety the lines beginning with line 29 on page 4 through line 9 on page 5, inclusive.