

SENATE BILL 451

K3
HB 1393/08 – ECM

9lr2044
CF 9lr1084

By: **Senator Lenett**
Introduced and read first time: February 4, 2009
Assigned to: Finance

A BILL ENTITLED

1 AN ACT concerning

2 **Labor and Employment – Maryland Wage and Hour Law – Criminal Penalties**

3 FOR the purpose of increasing certain criminal penalties for violations of certain wage
4 and hour laws; establishing that each occurrence of a certain violation for a
5 certain period is considered a separate offense; and generally relating to
6 violations of the wage and hour laws.

7 BY repealing and reenacting, with amendments,
8 Article – Labor and Employment
9 Section 3–428
10 Annotated Code of Maryland
11 (2008 Replacement Volume)

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 3–428.

16 (a) An employer may not:

17 (1) pay or agree to pay less than the wage required under this subtitle;

18 (2) hinder or delay the Commissioner or an authorized representative
19 of the Commissioner in the enforcement of this subtitle;

20 (3) discharge an employee because the employee:

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 (i) makes to the employer, the Commissioner, or an authorized
2 representative of the Commissioner a complaint that the employee has not been paid
3 in accordance with this subtitle;

4 (ii) brings an action under this subtitle or a proceeding that
5 relates to the subject of this subtitle; or

6 (iii) has testified in an action under this subtitle or a proceeding
7 related to the subject of this subtitle; or

8 (4) violate any other provision of this subtitle.

9 (b) An employee may not:

10 (1) make a groundless or malicious complaint to the Commissioner or
11 an authorized representative of the Commissioner;

12 (2) in bad faith, bring an action under this subtitle or a proceeding
13 related to the subject of this subtitle; or

14 (3) in bad faith, testify in an action under this subtitle or a proceeding
15 related to the subject of this subtitle.

16 (c) (1) A person who violates any provision of this section is guilty of a
17 misdemeanor and on conviction is subject to [a fine not exceeding \$1,000]:

18 (I) FOR A FIRST VIOLATION, A FINE NOT EXCEEDING
19 \$2,500;

20 (II) FOR EACH SUBSEQUENT VIOLATION, A FINE NOT
21 EXCEEDING \$5,000.

22 (2) FOR PURPOSES OF THIS SUBSECTION, EVERY WORKWEEK FOR
23 WHICH AN EMPLOYER DOES NOT PAY THE WAGE REQUIRED UNDER THIS
24 SUBTITLE SHALL BE CONSIDERED A SEPARATE OFFENSE.

25 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect
26 October 1, 2009.