

HOUSE BILL 4

K3, P4

5lr0664

(PRE-FILED)

By: **Delegate Glenn**

Requested: November 20, 2014

Introduced and read first time: January 14, 2015

Assigned to: Economic Matters

A BILL ENTITLED

1 AN ACT concerning

2 **Maryland Wage and Hour Law – State Minimum Wage Rate – Increase**

3 FOR the purpose of altering the State minimum wage rate; repealing certain provisions of
4 law establishing a phase-in of certain increases in the minimum wage rate; and
5 generally relating to the State minimum wage rate.

6 BY repealing and reenacting, with amendments,

7 Article – Labor and Employment

8 Section 3–413

9 Annotated Code of Maryland

10 (2008 Replacement Volume and 2014 Supplement)

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

13 **Article – Labor and Employment**

14 3–413.

15 (a) In this section, “employer” includes a governmental unit.

16 (b) Except as provided in subsection (d) of this section and § 3–414 of this subtitle,
17 each employer shall pay:

18 (1) to each employee who is subject to both the federal Act and this subtitle,
19 at least the greater of:

20 (i) the minimum wage for that employee under the federal Act; or

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 (ii) the State minimum wage rate set under subsection (c) of this
2 section; and

3 (2) each other employee who is subject to this subtitle, at least:

4 (i) the greater of:

5 1. the highest minimum wage under the federal Act; or

6 2. the State minimum wage rate set under subsection (c) of
7 this section; or

8 (ii) a training wage under regulations that the Commissioner adopts
9 that include the conditions and limitations authorized under the federal Fair Labor
10 Standards Amendments of 1989.

11 (c) The State minimum wage rate is[:

12 (1) for the 6-month period beginning January 1, 2015, \$8.00 per hour;

13 (2) for the 12-month period beginning July 1, 2015, \$8.25 per hour;

14 (3) for the 12-month period beginning July 1, 2016, \$8.75 per hour;

15 (4) for the 12-month period beginning July 1, 2017, \$9.25 per hour; and

16 (5) beginning July 1, 2018,] \$10.10 per hour.

17 (d) (1) (i) Except as provided in paragraph (2) of this subsection and
18 subject to subparagraph (ii) of this paragraph, an employer may pay an employee a wage
19 that equals a rate of 85% of the State minimum wage established under this section if the
20 employee is under the age of 20 years.

21 (ii) An employer may pay to an employee the wage provided under
22 subparagraph (i) of this paragraph only for the first 6 months that the employee is
23 employed.

24 (2) (i) This paragraph applies only to an employer that is an
25 amusement or a recreational establishment, including a swimming pool, if the employer:

26 1. operates for no more than 7 months in a calendar year; or

27 2. for any 6 months during the preceding calendar year, has
28 average receipts that do not exceed one-third of the average receipts for the other 6 months.

29 (ii) An employer may pay an employee a wage that equals the
30 greater of:

1
2 section; or

1. 85% of the State minimum wage established under this

3

2. \$7.25.

4 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect July
5 1, 2015.