

HB0166/563425/1

BY: Delegate Parrott

AMENDMENTS TO HOUSE BILL 166, AS AMENDED
(First Reading File Bill – Second Printing)

AMENDMENT NO. 1

Strike the Economic Matters Committee Amendments (HB0166/243596/1) in their entirety.

In the Economic Matters Committee Amendments (HB0166/423696/1), in Amendment No. 1, strike beginning with “requiring” in line 2 down through “budget;” in line 4; and strike Amendment No. 2 in its entirety.

On pages 1 and 2 of the bill, strike beginning with “specifying” in line 4 on page 1 through “wages” in line 28 on page 2 and substitute “authorizing a county to establish a minimum wage rate for employees working in the county; altering the minimum wage that an employer is required to pay employees; altering the minimum wage an employer is authorized to pay employees under a certain age under certain circumstances; and generally relating to the establishment of a minimum wage by counties”.

On page 2 of the bill, strike in their entirety lines 29 through 33, inclusive; and in line 36, strike “3-103, 3-403, 3-413, 3-419, 3-423, 3-428, and 3-508” and substitute “3-413”.

AMENDMENT NO. 2

On page 2 of the bill, after line 40, insert:

“Article – Labor and Employment

3-413.

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

(Over)

(b) A COUNTY MAY ESTABLISH A MINIMUM WAGE FOR EMPLOYEES WORKING IN THE COUNTY.

(C) Except as provided in subsection [(d)] (E) of this section and § 3-414 of this subtitle, each employer shall pay:

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

(I) the greater of:

[(i)] 1. the minimum wage for that employee under the federal Act; or

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

2. THE MINIMUM WAGE ESTABLISHED UNDER SUBSECTION (B) OF THIS SECTION BY THE COUNTY IN WHICH THE EMPLOYEE IS WORKING; OR

(II) IF THE COUNTY IN WHICH AN EMPLOYEE IS WORKING HAS NOT ESTABLISHED A MINIMUM WAGE UNDER SUBSECTION (B) OF THIS SECTION, THE MINIMUM WAGE FOR THAT EMPLOYEE UNDER THE FEDERAL ACT; AND

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

(i) the greater of:

1. the highest minimum wage under the federal Act; or
[2. the State minimum wage rate set under subsection (c)
of this section; or]

2. THE MINIMUM WAGE ESTABLISHED UNDER
SUBSECTION (B) OF THIS SECTION BY THE COUNTY IN WHICH THE EMPLOYEE IS
WORKING;

(II) IF THE COUNTY IN WHICH AN EMPLOYEE IS WORKING
HAS NOT ESTABLISHED A MINIMUM WAGE UNDER SUBSECTION (B) OF THIS
SECTION, THE HIGHEST MINIMUM WAGE UNDER THE FEDERAL ACT; OR

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

[(c)] (D) The State minimum wage rate is[:

- (1) for the 6-month period beginning January 1, 2015, \$8.00 per hour;**
- (2) for the 12-month period beginning July 1, 2015, \$8.25 per hour;**
- (3) for the 12-month period beginning July 1, 2016, \$8.75 per hour;**
- (4) for the 12-month period beginning July 1, 2017, \$9.25 per hour; and**
- (5) beginning July 1, 2018,] \$10.10 per hour.**

[(d)] (E) (1) (i) Except as provided in paragraph (2) of this subsection
and subject to subparagraph (ii) of this paragraph, an employer may pay an employee a

(Over)

wage that equals a rate of 85% of the [State minimum wage established under this section] COUNTY MINIMUM WAGE ESTABLISHED UNDER SUBSECTION (B) OF THIS SECTION OR THE FULL STATE MINIMUM WAGE ESTABLISHED UNDER SUBSECTION (D) OF THIS SECTION, WHICHEVER IS LESS, if the employee is under the age of 20 years.

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

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

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

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

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

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

2. \$7.25.”.

On pages 2 through 18 of the bill, strike in their entirety the lines beginning with line 41 on page 2 through line 18 on page 18, inclusive.