

# HOUSE BILL 986

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CF 1lr2132

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By: **Delegate Harrison**

Introduced and read first time: February 5, 2021

Assigned to: Economic Matters

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## A BILL ENTITLED

1 AN ACT concerning

2 **Labor and Employment – Workplace Fraud Act – Rebuttable Presumption of**  
3 **the Employer–Employee Relationship**

4 FOR the purpose of establishing that an employer may overcome the presumption of an  
5 employer–employee relationship under the Workplace Fraud Act and establish that  
6 a certain individual is acting as an independent contractor on a certain showing; and  
7 generally relating to the Workplace Fraud Act.

8 BY repealing and reenacting, without amendments,  
9 Article – Labor and Employment  
10 Section 3–903  
11 Annotated Code of Maryland  
12 (2016 Replacement Volume and 2020 Supplement)

13 BY repealing and reenacting, with amendments,  
14 Article – Labor and Employment  
15 Section 3–903.1  
16 Annotated Code of Maryland  
17 (2016 Replacement Volume and 2020 Supplement)

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

20 **Article – Labor and Employment**

21 3–903.

22 (a) An employer may not fail to properly classify an individual who performs work  
23 for remuneration paid by the employer.

24 (b) An employer has failed to properly classify an individual when an

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EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 employer–employee relationship exists as determined under subsection (c) of this section  
2 but the employer has not classified the individual as an employee.

3 (c) (1) Except as provided in § 3–903.1 of this subtitle, for purposes of  
4 enforcement of this subtitle only, work performed by an individual for remuneration paid  
5 by an employer shall be presumed to create an employer–employee relationship, unless:

6 (i) the individual is an exempt person; or

7 (ii) an employer demonstrates that:

8 1. the individual who performs the work is free from control  
9 and direction over its performance both in fact and under the contract;

10 2. the individual customarily is engaged in an independent  
11 business or occupation of the same nature as that involved in the work; and

12 3. the work is:

13 A. outside of the usual course of business of the person for  
14 whom the work is performed; or

15 B. performed outside of any place of business of the person  
16 for whom the work is performed.

17 (2) Work is outside of the usual course of business of the person for whom  
18 it is performed under paragraph (1) of this subsection if:

19 (i) the individual performs the work off the employer’s premises;

20 (ii) the individual performs work that is not integrated into the  
21 employer’s operation; or

22 (iii) the work performed is unrelated to the employer’s business.

23 (3) By contract, an employer may engage another business entity, which  
24 may have its own employees, to do the same type of work in which the employer engages,  
25 at the same location where the employer is working, without establishing an  
26 employer–employee relationship between the two contracting entities.

27 (d) The Commissioner shall adopt regulations to explain further and provide  
28 specific examples of the application of subsection (c) of this section.

29 3–903.1.

30 (A) The presumption that an employer–employee relationship exists under §  
31 3–903(c)(1) of this subtitle does not apply if:

- 1           (1)    an employer produces for inspection by the Commissioner:
- 2                   (i)    a written contract, signed by the employer and business entity,  
3 that:
- 4                           1.    describes the nature of the work to be performed by the  
5 business entity;
- 6                           2.    describes the remuneration to be paid for the work  
7 performed by the business entity; and
- 8                           3.    includes an acknowledgment by the business entity of the  
9 business entity's obligations under this article to:
- 10                           A.    withhold, report, and remit payroll taxes on behalf of all  
11 employees working for the business entity;
- 12                           B.    pay unemployment insurance taxes for all employees  
13 working for the business entity; and
- 14                           C.    maintain workers' compensation insurance;
- 15                   (ii)   an affidavit signed by the business entity indicating that the  
16 business entity is an independent contractor who is available to work for other business  
17 entities;
- 18                   (iii)  a current certificate of status of the business entity, issued by the  
19 State Department of Assessments and Taxation, indicating that the business entity is in  
20 good standing; and
- 21                   (iv)  proof that the business entity holds all occupational licenses  
22 required by State and local authorities for the work performed; and
- 23           (2)    the employer provided to each individual classified as an independent  
24 contractor or exempt person a written notice under § 3-914 of this subtitle.

25           **(B) AN EMPLOYER MAY OVERCOME THE PRESUMPTION OF AN**  
26 **EMPLOYER-EMPLOYEE RELATIONSHIP AND ESTABLISH THAT AN INDIVIDUAL**  
27 **PERFORMING SERVICES IS AN INDEPENDENT CONTRACTOR ON A SHOWING THAT**  
28 **THE INDIVIDUAL:**

29                   **(1) MAY COMPLY WITH A WORK ORDER IN A METHOD OF THE**  
30 **INDIVIDUAL'S CHOOSING;**

31                   **(2) IS NOT REQUIRED TO ATTEND TRAINING SESSIONS OFFERED BY**

1 THE EMPLOYER;

2 (3) PROVIDES SERVICES TO THE EMPLOYER THAT ARE NOT  
3 INTEGRATED INTO THE REGULAR OPERATIONS OF THE EMPLOYER'S BUSINESS;

4 (4) IS NOT REQUIRED TO PERFORM SERVICES PERSONALLY;

5 (5) HIRES AND SUPERVISES OTHERS UNDER A CONTRACT UNDER  
6 WHICH THE INDIVIDUAL AGREES TO PROVIDE MATERIAL AND LABOR AND IS  
7 RESPONSIBLE ONLY FOR A RESULT;

8 (6) DOES NOT NECESSARILY HAVE A CONTINUING RELATIONSHIP  
9 WITH A PERSON FOR WHOM WORK IS PERFORMED;

10 (7) IS FREE TO WORK WHEN AND FOR WHOM THE INDIVIDUAL  
11 CHOOSES;

12 (8) MAY ACCOMPLISH THE WORK ASSIGNED IN A PLACE OTHER THAN  
13 THE EMPLOYER'S WORKPLACE;

14 (9) IS NOT REQUIRED TO FILE REGULAR STATUS REPORTS;

15 (10) IS PAID ACCORDING TO WHEN A PARTICULAR JOB IS COMPLETED  
16 RATHER THAN BY AN HOURLY, WEEKLY, OR MONTHLY SCHEDULE;

17 (11) DETERMINES THE PRICE OF THE SERVICE TO BE PERFORMED;

18 (12) PROVIDES EQUIPMENT NECESSARY TO COMPLETE WORK;

19 (13) MAY REALIZE A PROFIT OR SUFFER A LOSS AS A RESULT OF  
20 SERVICES RENDERED;

21 (14) IS FREE TO WORK FOR MORE THAN ONE FIRM AT A TIME; AND

22 (15) MAKES SERVICES AVAILABLE TO THE GENERAL PUBLIC.

23 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect  
24 October 1, 2021.