

HOUSE BILL 698

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2lr0328
CF 2lr0316

By: **Delegates Turner, Amprey, D. Barnes, Bridges, Carr, Charles, Cullison, Fennell, W. Fisher, Harrison, Holmes, Howell, Ivey, R. Jones, Landis, Patterson, Pena–Melnyk, Smith, Walker, Washington, and Wells**

Introduced and read first time: January 31, 2022

Assigned to: Economic Matters

A BILL ENTITLED

1 AN ACT concerning

2 **Labor and Employment – State Minimum Wage Rate – Increase**

3 FOR the purpose of increasing the State minimum wage rates in effect for certain years;
4 repealing the authority of the Board of Public Works to temporarily suspend an
5 increase to the State minimum wage rate; and generally relating to the State
6 minimum wage rate.

7 BY repealing and reenacting, with amendments,
8 Article – Labor and Employment
9 Section 3–413
10 Annotated Code of Maryland
11 (2016 Replacement Volume and 2021 Supplement)

12 BY repealing
13 Article – Labor and Employment
14 Section 3–413.1
15 Annotated Code of Maryland
16 (2016 Replacement Volume and 2021 Supplement)

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

Article – Labor and Employment

20 3–413.

21 (a) (1) In this section the following words have the meanings indicated.

22 (2) “Employer” includes a governmental unit.

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 (3) "Small employer" means an employer that employs 14 or fewer
2 employees.

3 (b) Except as provided in subsection (d) of this section and [§§ 3-413.1 and] §
4 ~~3-414~~ of this subtitle, each employer shall pay:

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

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

8 (ii) the State minimum wage set under subsection (c) of this section;
9 and

10 (2) to each other employee who is subject to this subtitle, at least the
11 greater of:

12 (i) the highest minimum wage under the federal Act; or

13 (ii) the State minimum wage set under subsection (c) of this section.

14 (c) (1) [Subject to § 3-413.1 of this subtitle and except] **EXCEPT** as provided
15 in paragraph (2) of this subsection, the State minimum wage rate is:

16 (i) [for the 12-month period beginning July 1, 2017, \$9.25 per hour;

17 (ii) for the 18-month period beginning July 1, 2018, \$10.10 per hour;

18 (iii) for the 12-month period beginning January 1, 2020, \$11.00 per
19 hour;

20 (iv) for the 12-month period beginning January 1, 2021, \$11.75 per
21 hour;

22 (v) for the [12-month] **6-MONTH** period beginning January 1, 2022,
23 \$12.50 per hour; **AND**

24 [(vi) (II) [for the 12-month period] beginning [January] **JULY 1,**
25 **[2023] 2022, [\$13.25 per hour;**

26 (vii) for the 12-month period beginning January 1, 2024, \$14.00 per
27 hour; and

28 (viii) beginning January 1, 2025,] \$15.00 per hour.

1 (2) [Subject to § 3–413.1 of this subtitle, the] **THE** State minimum wage
2 rate for a small employer is:

3 (i) [for the 18–month period beginning July 1, 2018, \$10.10 per
4 hour;

5 (ii) for the 12–month period beginning January 1, 2020, \$11.00 per
6 hour;

7 (iii) for the 12–month period beginning January 1, 2021, \$11.60 per
8 hour;

9 (iv)] for the [12–month] **6–MONTH** period beginning January 1, 2022,
10 \$12.20 per hour;

11 [(v)] **(II)** for the 12–month period beginning [January] **JULY** 1,
12 [2023] **2022**, [\$12.80] **\$13.60** per hour; **AND**

13 [(vi)] **(III)** [for the 12–month period] beginning [January] **JULY** 1,
14 [2024] **2023**, [\$13.40 per hour;

15 (vii) for the 12–month period beginning January 1, 2025, \$14.00 per
16 hour;

17 (viii) for the 6–month period beginning January 1, 2026, \$14.60 per
18 hour; and

19 (ix) beginning July 1, 2026,] \$15.00 per hour.

20 (d) An employer may pay an employee a wage that equals a rate of 85% of the
21 State minimum wage established under this section if the employee is under the age of 18
22 years.

23 [3–413.1.

24 (a) In this section, “Board” means the Board of Public Works.

25 (b) (1) Subject to subsection (d) of this section and except as provided in
26 paragraph (2) of this subsection, on or before October 1, 2020, and October 1 each year
27 thereafter until October 1, 2024, the Board shall determine whether the seasonally
28 adjusted total employment from the Current Employment Statistics series as reported by
29 the U.S. Bureau of Labor Statistics for the most recent 6–month period is negative as
30 compared with the immediately preceding 6–month period.

31 (2) The Board is not required to make a determination under paragraph
32 (1) of this subsection if the Board has previously temporarily suspended an increase to the

1 minimum wage rate specified under § 3–413(c) of this subtitle.

2 (c) (1) Subject to subsection (d) of this section, the Board may temporarily
3 suspend an increase to the minimum wage rate specified under § 3–413(c) of this subtitle
4 if the Board determined under subsection (b)(1) of this section that the seasonally adjusted
5 total employment is negative.

6 (2) If the seasonally adjusted total employment is negative, the Board may
7 consider the performance of State revenues in the previous 6 months, as reported by the
8 Office of the Comptroller, in determining whether to temporarily suspend an increase to
9 the minimum wage rate specified under § 3–413(c) of this subtitle.

10 (d) The Board may temporarily suspend an increase to the minimum wage rate
11 under subsection (c)(1) of this section only one time.

12 (e) If the Board temporarily suspends an increase to the minimum wage rate
13 specified under § 3–413(c) of this subtitle:

14 (1) the minimum wage rate in effect for the period beginning the following
15 January 1 shall remain the same as the rate that was in effect for the immediately
16 preceding 12–month period;

17 (2) the remaining minimum wage rates specified in § 3–413 of this subtitle
18 shall take effect 1 year later than the date specified;

19 (3) the Board shall notify the Commissioner that the minimum wage rate
20 increase for the period beginning the following January 1 is suspended for 1 year; and

21 (4) a rate increase under §§ 7–307, 16–201.3, and 16–201.4 of the
22 Health – General Article for the immediately following fiscal year may not go into effect.]

23 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect June
24 1, 2022.