

HOUSE BILL 1272

J5

2lr3069

By: **Delegate Howard**

Introduced and read first time: February 11, 2022

Assigned to: Economic Matters

A BILL ENTITLED

1 AN ACT concerning

2 **Employment – Wages – Deduction Prohibition**

3 FOR the purpose of prohibiting an employer from making a certain deduction from a certain
4 employee's wage unless the employee agrees to the deduction in writing; and
5 generally relating to employee wages.

6 BY repealing and reenacting, with amendments,
7 Article – Labor and Employment
8 Section 3–503
9 Annotated Code of Maryland
10 (2016 Replacement Volume and 2021 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 3–503.

15 **(A)** An employer may not make a deduction from the wage of an employee unless
16 the deduction is:

17 (1) ordered by a court of competent jurisdiction;

18 (2) authorized expressly in writing by the employee;

19 (3) allowed by the Commissioner because the employee has received full
20 consideration for the deduction; or

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 (4) otherwise made in accordance with any law or any rule or regulation
2 issued by a governmental unit.

3 **(B) AN EMPLOYER MAY NOT MAKE A DEDUCTION FROM THE WAGE OF AN**
4 **EMPLOYEE WHO HAS NOT UNDERGONE AN ELECTIVE MEDICAL PROCEDURE IF THE**
5 **STATED PURPOSE OF THE DEDUCTION IS FOR A HEALTH COVERAGE SURCHARGE,**
6 **UNLESS THE EMPLOYEE EXPRESSLY AUTHORIZES THE DEDUCTION IN WRITING.**

7 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect
8 October 1, 2022.