A BILL ENTITLED

AN ACT concerning

Employment – Wages – Deduction Prohibition

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

BY repealing and reenacting, with amendments,

Article – Labor and Employment
Section 3–503
Annotated Code of Maryland (2016 Replacement Volume and 2021 Supplement)

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

Article – Labor and Employment

3–503.

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

(1) ordered by a court of competent jurisdiction;

(2) authorized expressly in writing by the employee;

(3) allowed by the Commissioner because the employee has received full consideration for the deduction; or
(4) otherwise made in accordance with any law or any rule or regulation issued by a governmental unit.

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

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