

SENATE BILL 466

K3

4lr2567
CF 4lr2737

By: **Senator Beidle**

Introduced and read first time: January 22, 2024

Assigned to: Finance

A BILL ENTITLED

1 AN ACT concerning

2 **Wage and Hour Law – Minor League Baseball Players – Exemption**

3 FOR the purpose of exempting minor league baseball players who are compensated under
4 the terms of a collective bargaining agreement that expressly provides for the wages
5 and working conditions of employees from the Maryland Wage and Hour Law; and
6 generally relating to exempting minor league baseball players from the Maryland
7 Wage and Hour Law.

8 BY repealing and reenacting, with amendments,
9 Article – Labor and Employment
10 Section 3–403(14) and (15)
11 Annotated Code of Maryland
12 (2016 Replacement Volume and 2023 Supplement)

13 BY adding to
14 Article – Labor and Employment
15 Section 3–403(16)
16 Annotated Code of Maryland
17 (2016 Replacement Volume and 2023 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 3–403.

22 This subtitle does not apply to an individual who:

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 (14) is employed as a hand-harvest laborer and is paid on a piece-rate basis
2 in an operation that, in the region of employment, has been and customarily and generally
3 is recognized as having been paid on that basis, if:

4 (i) the individual:

5 1. commutes daily from the permanent residence of the
6 individual to the farm where the individual is employed; and

7 2. during the preceding calendar year, was employed in
8 agriculture less than 13 weeks; or

9 (ii) the individual:

10 1. is under the age of 17;

11 2. is employed on the same farm as a parent of the individual
12 or a person standing in the place of the parent; and

13 3. is paid at the same rate that an employee who is at least
14 17 years old is paid on the same farm; [or]

15 (15) is a covered employee under the Secure Maryland Wage Act; OR

16 **(16) (I) HAS ENTERED INTO A CONTRACT TO PLAY BASEBALL AT THE**
17 **MINOR LEAGUE LEVEL; AND**

18 **(II) IS COMPENSATED IN ACCORDANCE WITH THE TERMS OF A**
19 **COLLECTIVE BARGAINING AGREEMENT THAT EXPRESSLY STATES THE WAGES AND**
20 **WORKING CONDITIONS OF EMPLOYEES.**

21 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect
22 October 1, 2024.