

# HOUSE BILL 1491

P4, L6

5lr3592  
CF SB 895

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By: **Delegate Harrison**

Introduced and read first time: February 12, 2025

Assigned to: Rules and Executive Nominations

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## A BILL ENTITLED

1 AN ACT concerning

2 **Employment – Wages – Deductions for Public Employees**

3 FOR the purpose of applying to governmental employers certain provisions of the Maryland  
4 Wage Payment and Collection Law that prohibit an employer from making  
5 deductions from the wage of an employee except for specified purposes; allowing a  
6 governmental employer to make a deduction from a public employee’s wage if the  
7 deduction is authorized expressly in a compensation or benefit plan adopted by the  
8 employer; and generally relating to wage deductions under the Maryland Wage  
9 Payment and Collection Law.

10 BY repealing and reenacting, with amendments,  
11 Article – Labor and Employment  
12 Section 3–503  
13 Annotated Code of Maryland  
14 (2016 Replacement Volume and 2024 Supplement)

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

17 **Article – Labor and Employment**

18 3–503.

19 **(A) IN THIS SECTION, “EMPLOYER” INCLUDES A GOVERNMENTAL UNIT.**

20 **(B)** An employer may not make a deduction from the wage of an employee unless  
21 the deduction is:

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

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EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



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

2           (3)     allowed by the Commissioner because the employee has received full  
3 consideration for the deduction; [or]

4           **(4)     AUTHORIZED EXPRESSLY IN A COMPENSATION OR BENEFIT PLAN**  
5 **FOR PUBLIC EMPLOYEES, SUCH AS A SUPPLEMENTAL RETIREMENT PLAN, ADOPTED**  
6 **BY A GOVERNMENTAL UNIT; OR**

7           **[(4)] (5)**     otherwise made in accordance with any law or any rule or  
8 regulation issued by a governmental unit.

9           SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect  
10 October 1, 2025.