

# HOUSE BILL 148

I3, K3, S1

6lr0698

(PRE-FILED)

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By: **Delegate Vogel**

Requested: August 14, 2025

Introduced and read first time: January 14, 2026

Assigned to: Economic Matters

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## A BILL ENTITLED

1 AN ACT concerning

2 **Consumer Protection and Labor and Employment – Surveillance-Based Price**  
3 **and Wage Setting – Prohibition**

4 FOR the purpose of prohibiting a person from engaging in certain surveillance-based price  
5 setting; making a certain violation of this Act an unfair, abusive, or deceptive trade  
6 practice that is subject to enforcement and penalties under the Maryland Consumer  
7 Protection Act; prohibiting an employer from engaging in certain surveillance-based  
8 wage setting; and generally relating to surveillance-based price and wage setting.

9 BY repealing and reenacting, with amendments,  
10 Article – Commercial Law  
11 Section 13–301(14)(xlvii)  
12 Annotated Code of Maryland  
13 (2025 Replacement Volume)

14 BY repealing and reenacting, without amendments,  
15 Article – Commercial Law  
16 Section 13–301(14)(xlviii)  
17 Annotated Code of Maryland  
18 (2025 Replacement Volume)

19 BY adding to  
20 Article – Commercial Law  
21 Section 13–301(14)(xlix) and 14–1330  
22 Annotated Code of Maryland  
23 (2025 Replacement Volume)

24 BY repealing and reenacting, without amendments,  
25 Article – Labor and Employment  
26 Section 3–103(a)

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EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



## Annotated Code of Maryland (2025 Replacement Volume)

ding to  
Article – Labor and Employment  
Section 3–103(e)(7) and 3–718  
Annotated Code of Maryland  
(2025 Replacement Volume)

pealing and reenacting, without amendments,

## Article – State Finance and Procurement

### Section 3.5–801(a) and (c)

Annotated Code of Maryland

(2021 Replacement Volume and 2025 Supplement)

SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,

That the Laws of Maryland read as follows:

## Article – Commercial Law

13-301.

Unfair, abusive, or deceptive trade practices include any:

(14) Violation of a provision of:

(xlvii) Title 14, Subtitle 50 of this article; [or]

(xlviii) Section 13–411.1(c)(2) of the Transportation Article; or

(XLIX) SECTION 14–1330 OF THIS ARTICLE: OR

22 14-1330.

23 (A) (1) IN THIS SECTION THE FOLLOWING WORDS HAVE THE MEANINGS  
24 INDICATED.

15 (II) "SURVEILLANCE DATA" INCLUDES DATA GATHERED,  
16 PURCHASED, OR OTHERWISE ACQUIRED.

17 (B) THIS SECTION DOES NOT APPLY TO A PERSON THAT OFFERS A  
18 CUSTOMIZED PRICE TO A CONSUMER OR GROUP OF CONSUMERS WHEN THE  
19 DIFFERENT PRICES:

20 (1) ARE BASED ON DIFFERENCES IN COST TO PROVIDE A GOOD OR  
21 SERVICE TO DIFFERENT CONSUMERS; OR

22 (2) REFLECT A DISCOUNT OR REWARD OFFERED TO ALL CONSUMERS  
23 ON EQUAL TERMS IN WHICH:

26 (II) THE DISCOUNT OR REWARD IS OFFERED UNIFORMLY TO  
27 EACH CONSUMER WHO MEETS THE DISCLOSED ELIGIBILITY CRITERIA, SUCH AS  
28 STATUS AS A SENIOR, STUDENT, TEACHER, VETERAN, OR MEMBER OF THE MILITARY;  
29 AND

**6 (D) A PERSON MAY NOT ENGAGE IN SURVEILLANCE-BASED PRICE SETTING.**

## Article – Labor and Employment

8 3-103.

12 (e) (7) THE COMMISSIONER MAY INVESTIGATE WHETHER § 3-718 OF  
13 THIS TITLE HAS BEEN VIOLATED ON RECEIPT OF A WRITTEN COMPLAINT OF AN  
14 EMPLOYEE.

15 3-718.

16 (A) (1) IN THIS SECTION THE FOLLOWING WORDS HAVE THE MEANINGS  
17 INDICATED.

(2) "AUTOMATED DECISION SYSTEM" HAS THE MEANING STATED IN § 14-1330 OF THE COMMERCIAL LAW ARTICLE.

26 (B) THIS SECTION DOES NOT APPLY TO AN EMPLOYER WHO:

27 (1) OFFERS A CUSTOMIZED WAGE BASED ON DATA SPECIFIC TO AN  
28 EMPLOYEE THAT IS:

29 (I) DIRECTLY RELATED TO THE TASK THE EMPLOYEE WAS  
30 HIRED TO PERFORM; OR

7 (C) AN EMPLOYER MAY NOT ENGAGE IN SURVEILLANCE-BASED WAGE  
8 SETTING.

9 (D) THIS SECTION DOES NOT DIMINISH THE RIGHT OF COVERED  
10 EMPLOYEES TO COLLECTIVELY BARGAIN OVER TERMS AND CONDITIONS OF  
11 EMPLOYMENT IN EXCESS OF THE PROTECTIONS UNDER THIS SUBTITLE.

12 (E) (1) WHENEVER THE COMMISSIONER DETERMINES THAT THIS  
13 SECTION HAS BEEN VIOLATED, THE COMMISSIONER SHALL:

14 (I) TRY TO RESOLVE ANY ISSUE INVOLVED IN THE VIOLATION  
15 INFORMALLY BY MEDIATION; OR

16 (II) ASK THE ATTORNEY GENERAL TO BRING AN ACTION ON  
17 BEHALF OF THE APPLICANT OR EMPLOYEE.

## Article – State Finance and Procurement

22 3.5-801.

23 (a) In this subtitle the following words have the meanings indicated.

24 (c) "Artificial intelligence" means a machine-based system that:

(1) can, for a given set of human-defined objectives, make predictions, recommendations, or decisions influencing real or virtual environments;

27 (2) uses machine and human-based inputs to perceive real and virtual  
28 environments and abstracts those perceptions into models through analysis in an  
29 automated manner; and

30 (3) uses model inference to formulate options for information or action.

1            SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect  
2    October 1, 2026.