

MARYLAND Labor Laws

Minimum Wage

Department of Labor, Division of Labor and Industry Minimum Wage and Overtime Law

Minimum Wage Rates Effective 1/1/24 \$15.00

- Non-administrative employees of organized camps
Certain establishments selling food and drink for consumption on the premises

Most employees must be paid the Maryland State Minimum Wage Rate.

- Teachers
Certain employees selling/servicing automobiles, farm equipment, trailers, or trucks
Non-profit concert promoter, theater, music festival, music pavilion, or theatrical show

FOR MORE INFORMATION OR TO FILE A COMPLAINT CONTACT: MARYLAND DEPARTMENT OF LABOR AND INDUSTRY

Employees under 18 years of age must earn at least 85% of the State Minimum Wage Rate.

Overtime Most employees must be paid 1.5 times their usual hourly rate for all work over 40 hrs. per week.

EMPLOYERS ARE REQUIRED BY LAW TO POST THIS INFORMATION CONSPICUOUSLY. THIS IS A SUMMARY OF THE LAW. TO ENSURE COMPLIANCE, CONSULT A LEGAL ADVISOR.

Exemptions Minimum Wage and Overtime Exemptions: Immediate family member of the employer

Penalties are prescribed for violations of the law.

Employees enrolled as a trainee as part of a public school special education program

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NOTE: This state has its own minimum wage law. Employers are also required to display the federal Employee Rights Under the Fair Labor Standards Act posting, which indicates the federal minimum wage.

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Discrimination How Does the Law Protect Me? State Government Article, §20-602 of the Annotated Code of Maryland provides every Marylander equal protection in employment regardless of:

Employment Discrimination is Unlawful What If My Employer Retaliates? Retaliation is also prohibited under the law when you exercise your rights to seek relief and redress.

- Race
Physical or Mental Disability
Sex
Marital Status
Age
Sexual Orientation
Ancestry or National Origin
Religion

What If I Am a Victim of Discrimination? If you believe your rights under the law have been violated, you must file a complaint with MCCR 300 days of the alleged act of discrimination.

What Am I Protected From? You are protected from unlawful discrimination from the following employment related practices:

Employers cannot discriminate in recruiting, interviewing, hiring, upgrading/promoting, setting work conditions, and discharging an employee.

Labor organizations cannot deny membership to qualified persons or discriminate in apprenticeship programs.

Employment agencies cannot discriminate in job referrals, ask discriminatory pre-employment questions, or circulate information that unlawfully limits employment.

Newspapers and other media cannot publish job advertisements that discriminate.

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WORKERS' COMPENSATION in Maryland LA COMPENSACIÓN DEL TRABAJADOR en Maryland. Job Related Accidental Personal Injury or Occupational Disease? Si usted se encuentra incapacitado o inhabilitado para trabajar por más de tres días, el seguro de trabajadores que tienen las compañías pudiera cubrir las facturas médicas y otros gastos relacionados. También le compensarían 2/3 de sus ingresos (Hasta un monto máximo estipulado por la ley). Si usted sufre una lesión en el trabajo, debe: 1. Informarlo a su empleador o supervisor de inmediato. 2. Informarlo al médico quien le administre tratamiento que usted se lesionó en su trabajo. 3. Llenar el formulario Employee's Claim Form C-1 (disponible consultando la página del Internet para el Workers' Compensation o solicitándolo a un par telefónico).

Department of Labor Equal Pay (Labor and Employment Article Title 3, Subtitle 3)

§3-301. (a) This subtitle applies to the following words have the meanings indicated. (b) "Employer" means: (1) a person engaged in a business, industry, profession, trade, or other enterprise in the State;

§3-302. (a) This subtitle applies to the employer of both men and women in a lawful enterprise. (b) In addition to any person set forth elsewhere, the Commission may: (1) issue informal methods of conference, conciliation, and persuasion to eliminate pay practices that are unlawful under this subtitle;

§3-303. (a) In addition to any person set forth elsewhere, the Commission may: (1) issue informal methods of conference, conciliation, and persuasion to eliminate pay practices that are unlawful under this subtitle;

§3-304. (a) This subtitle, "providing less favorable employment opportunities" means: (1) assigning or directing the employee into a less favorable career track, if career tracks are offered, or position; (2) failing to provide equal promotion or advancement to the full range of career tracks offered by the employer;

§3-305. (a) This subtitle applies to the employer of both men and women in a lawful enterprise. (b) In addition to any person set forth elsewhere, the Commission may: (1) issue informal methods of conference, conciliation, and persuasion to eliminate pay practices that are unlawful under this subtitle;

§3-306. (a) This subtitle applies to the employer of both men and women in a lawful enterprise. (b) In addition to any person set forth elsewhere, the Commission may: (1) issue informal methods of conference, conciliation, and persuasion to eliminate pay practices that are unlawful under this subtitle;

§3-307. (a) This subtitle applies to the employer of both men and women in a lawful enterprise. (b) In addition to any person set forth elsewhere, the Commission may: (1) issue informal methods of conference, conciliation, and persuasion to eliminate pay practices that are unlawful under this subtitle;

§3-308. (a) This subtitle applies to the employer of both men and women in a lawful enterprise. (b) In addition to any person set forth elsewhere, the Commission may: (1) issue informal methods of conference, conciliation, and persuasion to eliminate pay practices that are unlawful under this subtitle;

§3-309. (a) This subtitle applies to the employer of both men and women in a lawful enterprise. (b) In addition to any person set forth elsewhere, the Commission may: (1) issue informal methods of conference, conciliation, and persuasion to eliminate pay practices that are unlawful under this subtitle;

§3-310. (a) This subtitle applies to the employer of both men and women in a lawful enterprise. (b) In addition to any person set forth elsewhere, the Commission may: (1) issue informal methods of conference, conciliation, and persuasion to eliminate pay practices that are unlawful under this subtitle;

§3-311. (a) This subtitle applies to the employer of both men and women in a lawful enterprise. (b) In addition to any person set forth elsewhere, the Commission may: (1) issue informal methods of conference, conciliation, and persuasion to eliminate pay practices that are unlawful under this subtitle;

Pregnancy Rights Pregnant & Working Know Your Rights!

If you are pregnant, you have a legal right to a reasonable accommodation if your pregnancy causes or contributes to a disability and the accommodation does not pose an undue hardship on your employer. What Does That Mean? If you have a disability that is contributed to or caused by pregnancy, you may request a reasonable accommodation at work.

Can I Still Get in Trouble? Retaliation is prohibited under State Government Article, §20-602(b) when exercising your rights. What If I Am a Victim of Discrimination? If you believe your rights under the law have been violated, you must file a complaint with MCCR within 300 days of the alleged act of discrimination.

Do I Need a Doctor's Note? It depends on what your employer requires. The law allows an employer, at his or her discretion, to require certification from your health care provider regarding the medical suitability of a reasonable accommodation, but only to the same extent certification is required for other temporary disabilities.

Employment Ins. YOUR EMPLOYER IS SUBJECT TO THE Maryland Unemployment Insurance Law and pays taxes under this law. The deduction is made from your wages for this purpose. IF YOU ARE LAYOFF or otherwise become unemployed, immediately file a claim by calling the telephone number for the area in which you reside or you may file a claim on the internet at the web site address indicated below.

YOU ARE ENTITLED TO BENEFITS IF: 1. You are unemployed/forced to leave work through no fault of their own and who are ready, willing and able to work. 2. You have sufficient earnings in your Base Period. 3. You have registered for work and filed a claim for benefits with a Maryland Department of Labor claim center local to you.

IF YOU ARE TOTALLY OR PARTIALLY UNEMPLOYED CALL: Phone Number to File a Claim Area Served 301-313-8000 Calvert Prince Georges

Tippled Employees Department of Labor, Division of Labor and Industry Notice to Tippled Employees Under Maryland law, a tipped employee is an employee who customarily and regularly received more than \$30 each month in tips or gratuities.

Department of Labor, Division of Labor and Industry MINOR FACT SHEET (Labor and Employment Article, Section 3-206, Annotated Code of Maryland)

NOTICE TO EMPLOYERS A minor under the age of 14 is not permitted to work and may not be employed. Minors 14 through 17 years of age may only work with a work permit. The work permit must be in the employer's possession before the minor is permitted to work. Employers must keep the work permit on file for three years.

AREAS OF EMPLOYMENT RESTRICTED FOR MINORS 14 AND 15 YEARS OF AGE (1) Operation, cleaning, or adjusting of any power-driven machinery other than office machines. (2) Operation, cleaning, or adjustment of any power-driven machinery other than office machines.

Health Insurance TO BE POSTED HEALTH INSURANCE COVERAGE

You and other members of your family may be eligible under Maryland law to continue to be covered by your former employer's health insurance policy. IMPORTANT: You will be responsible for paying the entire cost of the health insurance policy. For further information about the program, you should contact your employer or, if necessary, telephone the Insurance Administration in Baltimore at (410) 668-2244 or 1-800-492-6116 (Ext. 2244).

What If I Am a Victim of Discrimination? If you believe your rights under the law have been violated, you must file a complaint with MCCR within 300 days of the alleged act of discrimination. A trained Civil Rights Officer will work with you to discuss what happened and determine if there is reason to believe a discriminatory violation occurred.

Sick and Safe Leave Department of Labor EARNED SICK AND SAFE LEAVE EMPLOYEE NOTICE A family member includes a spouse, child, parent, grandparent, grandchild, sibling, the legal guardian or ward of the employee or the employee's spouse, or an individual who acted as a parent or stood in loco parentis to the employee or the employee's spouse when the employee or the employee's spouse was a minor.

Leave Usage An employee is allowed to use earned sick and safe leave under the following conditions: (1) to care for or treat the employee's mental or physical illness, injury, or condition; (2) to obtain preventative medical care for the employee or the employee's family member; (3) to care for a family member with a mental or physical illness, injury, or condition; (4) for the absence from work in necessary due to domestic violence, sexual assault, or stalking committed against the employee or the employee's family member and the leave is being used; (5) to obtain medical or mental health attention; (6) to obtain services from a victim services organization; (7) for legal services or proceedings; or (8) because the employee has temporarily relocated as a result of the domestic violence, sexual assault, or stalking.

Department of Labor, Licensing and Regulation Safety and health protection on the job Maryland Occupational Safety and Health Act - Private Sector The Maryland Occupational Safety and Health Act of 1973 provides job safety and health protection for workers through the promotion of safe and healthful working conditions throughout the State. Requirements of the Act include the following:

Employers: Each employer shall furnish to each of his or her employees employment and a place of employment free from recognized hazards that are causing or are likely to cause death or serious harm to employees; and shall comply with occupational safety and health standards issued under the Act.

Employees: Each employee shall comply with all occupational safety and health standards, rules, regulations and orders issued under the Act that apply to his or her own actions and conduct on the job.

Inspection: The Act requires that a representative authorized by the employees be given an opportunity to accompany the MOSH Inspector for the purpose of aiding the inspection.

Complaint: Employees or their representatives have the right to file a complaint with the Commissioner requesting an inspection if they believe unsafe or unhealthful conditions exist in their workplace. The Commissioner will withhold names of employees complaining on request.

Citation: If upon an inspection the Commissioner believes an employer has violated the Act, a citation alleging such violations shall be issued to the employer. Each citation shall specify a time period within which the alleged violation must be corrected.

Proposed Penalty: The Act provides that mandatory civil penalties against employers of up to \$7,000 for each serious violation and for optional penalties of up to \$7,000 for each nonserious violation. Civil penalties of up to \$7,000 per day may be proposed for failure to correct violations within the proposed time period.

Voluntary Activity: While providing penalties for violation, the Act also encourages efforts by labor and management to reduce injuries and illnesses arising out of employment. The Commissioner of Labor and Industry encourages employers and employees to reduce workplace hazards voluntarily and to develop and improve safety and health programs in all workplaces and industries.

Two ways to verify poster compliance! QR CODE Scan with phone camera: OR ONLINE Go to: JJKeller.com/LLP2024