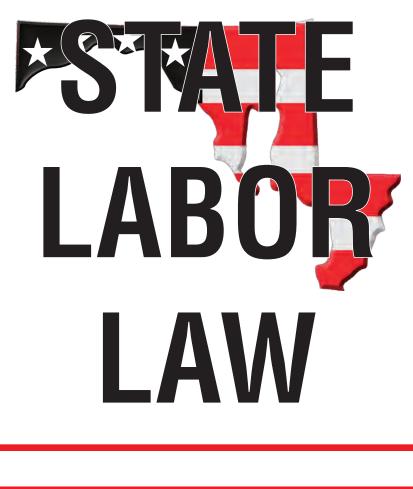
Pregnant & WorkingState of Maryland Commission on Civil Rights Baltimore, MD 21202-1631	EmploymentState of MarylandDiscriminationCommission on Civil RightsGuide Device State	TO EMPLOYER IS SUBJECT TO the Maryland Unemployment Insurance Law and pays taxes under this law. No deduction is made from your wages for this purpose.
<sup>6</sup> Saint Paul Street, Suite 900 Baltimore, MD 21202-1631	<i>is Unlawful</i> <i>is Unlawful</i> <i>is Unlawful</i> <i>is Unlawful</i>	IF YOU ARE LAID OFF 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.
Know Your Rights! Do I Need A Doctor's Note?	How Does The Law Protect Me?	IF YOU ARE ELIGIBLE, you may be entitled to unemployment insurance benefits for as many as 26 weeks. IF YOU ARE WORKING LESS THAN FULL TIME, you may be eligible for partial benefits. If your regular hours of work have been reduced, promptly file a claim as instructed above, to determine your benefit
If you are pregnant, you have a legal It depends on what your employer requests. The law	<i>State Government Article, §20-602</i> of the Annotated Code of Maryland provides every Marylander equal protection in employment regardless of:	rights. IF YOU HAVE BEEN FILING FOR BENEFITS AND RETURN TO WORK, you must report your gross wages before deductions during the week you return to work regardless of whether or not you have been paid.
right to a reasonable accommodation if your pregnancy causes or contributes allows an employer, at his or her discretion, to require certification from your health care provider regarding the	in employment regardless or: Race Ancestry or National Origin Marital Status	YOU ARE ENTITLED TO BENEFITS IF:
does not impose an undue hardship only to the same extent certification is required for other	Sex Religion Sexual Orientation Age Physical or Mental Disability Gender Identity	<ol> <li>You are unemployed through no fault of your own.</li> <li>You have sufficient earnings in your Base Period.</li> <li>You have registered for work and filed a claim for benefits with a Maryland Department of Labor claim center listed below.</li> </ol>
on your employer. State Government temporary disabilities. State Government Article, §20- Article, §20-609(b) 609(f)	Ethnicity Color Genetic Information	<ol> <li>You are able to work, available for work, and actively seeking work.</li> <li>NOTE: To insure prompt handling of your claim, it is necessary to have your Social Security number available. If you claim dependents under sixteen (16) years of age, you must know the Social Security</li> </ol>
What Does That Mean?       If required, the certification must include:	What Am I Protected From?	number of each dependent when you file. If you do not know the Social Security numbers, you will be provided with instructions on how to provide a copy of the dependents' birth certificate or other forms of proof of dependency.
<ul> <li>Date a reasonable accommodation is medically advisable.</li> <li>Date a reasonable accommodation of the accommodation should be</li> </ul>	You are protected from unlawful discrimination from the following employment-related practices: <ul> <li>Employers cannot discriminate in recruiting, interviewing, hiring, upgrading/promoting, setting work</li> </ul>	IF YOU ARE TOTALLY OR PARTIALLY UNEMPLOYED CALL: TO FILE A CLAIM VIA THE INTERNET:
<ul> <li>pregnancy, you may request a reasonable accommodation at work. Your employer must explore "all possible means of providing the reasonable accommodation." <i>State</i></li> <li>Probable duration of the accommodation should be provided.</li> <li>Explanation as to the medical advisability of the</li> </ul>	<ul><li>conditions, and discharging an employee.</li><li>Labor organizations cannot deny membership to qualified persons or discriminate in apprenticeship programs.</li></ul>	Phone Number To File A Claim Area Served Phone Number To File A Claim Area Served Phone Number To File A Claim Area Served Area Served
Government Article, §20-609(d) reasonable accommodation.	<ul> <li>Employment agencies cannot discriminate in job referrals, ask discriminatory pre-employment questions, or circulate information that unlawfully limits employment.</li> </ul>	301-313-8000 1-877-293-4125 (toll free) Montgomery (toll free) Charles Montgomery (toll free) Charles
The law lists an assortment of options for both you and your employer to consider in order to comply with a	Newspapers and other media cannot publish job advertisements that discriminate.	(toll free) Montgomery Prince Georges St. Mary's (toll free) Kent Queen Anne's St. Mary's (toll free) Kent Queen Anne's St. Mary's (toll free) Kent Queen Anne's Talbot (toll free) Batimore County Carroll Cecil Harford Horigan County Carroll Harford Horigan County Statements or fail to report ALL earnings will be disqualified and will be subject to criminal
request for reasonable accommodation. These include, but are not limited to: <b>Retaliation is prohibited under</b> State Government Article, \$20-609(h) when exercising your rights. If	What If My Employer Retaliates? Retaliation is also prohibited under the law when you exercise your rights to seek relief and redress. If an	301-723-2000 Allegany Wicomico Howard prosecution. 1-877-293-4125 Frederick Worcester Outside the state of many and the basis of The Civil Rights Act of 1964 states that no person shall be discriminated against on the basis of
<ul> <li>Changing job duties</li> <li>Changing work hours</li> <li>an employee seeks to exercise her right to request a reasonable accommodation for a temporary disability due to pregnancy, an employer may not:</li> </ul>	employee decides to file an employment discrimination complaint, an employer may not:	Close the state of maryLand Washington       INSIDE THE STATE OF MARYLAND (DENTRO DEL ESTADO DE MARYLAND)       INSIDE THE STATE OF MARYLAND (DENTRO DEL ESTADO DE MARYLAND)       INSIDE THE STATE OF MARYLAND (FUERA DEL ESTADO DE MARYLAND)       race, color, religion, age, sex, or national origin. If you feel you have been discriminated against in the unemployment insurance process because of any of these factors, you may file a complaint with the Office of Fair Practices, 1100 North Eutaw Street, Room 613, Baltimore, Maryland 21201.
<ul> <li>Relocation</li> <li>Providing mechanical or electrical aids</li> <li>Interfere with;</li> </ul>	<ul><li>Interfere with;</li><li>Restrain;</li></ul>	DESEMPLED PARA LA POBLACIÓN Maryland Relay Dial /11 Speech to Spee
<ul> <li>Transfers to less strenuous or less hazardous positions</li> <li>Providing leave</li> <li>Restrain;</li> <li>Deny the exercise; or</li> </ul>	<ul><li>Deny the exercise; or</li><li>Deny the attempt to exercise the right.</li></ul>	Para Relevos en Maryland presione       711 ó 1-800-877-1264 (U.S.)         THIS CARD MUST BE POSTED IN A CONSPICUOUS PLACE
• Deny the attempt to exercise the right. Every situation is different. You must explore every	Any form of retaliation is grounds to file a Complaint of Discrimination with the Maryland Commission on Civil Rights (MCCR).	DLLR/DUI 328 (Revised 3-20) Maryland Department of Labor - Labor and Employment Article, Title 8, Sec. 8-603
available option with your employer to decide what accommodation best suits your needs. Any form of retaliation is grounds to file a Complaint of Discrimination with the Maryland Commission on Civil Rights (MCCR).	What If I Am A Victim Of Discrimination?	
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 <b>300 days</b> of	
If you believe your rights under the law have been violated, you must file a complaint with MCCR within 300	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. You can reach MCCR by phone, email, fax, letter, or walk-in. <b>All procedures by MCCR are confidential until your case is certified for public</b>	MARYLAND EARNED SICK AND SAFE LEAVE EMPLOYEE NOTICE
<b>days</b> 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. You can reach	email, fax, letter, or walk-in. All procedures by MCCR are confidential until your case is certified for public hearing or trial.	DEPARTMENT OF LABOR
MCCR by phone, email, fax, letter, or walk-in. All procedures by MCCR are confidential until your case is certified for public hearing or trial.	Main: (410) 767-8600   Toll Free: 1 (800) 637-6247   TTY: (410) 333-1737   Fax: (410) 333-1841 mccr@maryland.gov   www.mccr.maryland.gov	The Maryland Healthy Working Families Act requires employers with 15 or more employees to provide paid sick and safe leave for certain employees. It also requires that employers who employ 14 or ward of the employee or the employee's spouse, or an individual who acted as a parent or stood in
Main: (410) 767-8600   Toll Free: 1 (800) 637-6247   TTY: (410) 333-1737   Fax: (410) 333-1841 mccr@maryland.gov   www.mccr.maryland.gov	incomemaryiand.gov   www.incor.inaryiand.gov	or fewer employees provide unpaid sick and safe leave for certain employees. Accrual
Maryland State Government Article, Title 20, Sec. 20-609		Earned sick and safe leave begins to accrue on February 11, 2018, or the date on which an employee begins employment with the employer, whichever is later. An employee accrues earned sick and safe to use earned sick and safe begins employees are required to give notice of the need to use earned sick and safe leave when it is foreseeable. An employer may deny leave in certain circumstances.
Maryland State Government Anicle, Title 20, Sec. 20-609	EMERGENCY NUMBERS	leave at a rate of at least one hour for every 30 hours the employee works; however, an employee is not entitled to earn more than 40 hours of earned sick and safe leave in a year or accrue more than 64 Reporting
		hours of earned sick and safe leave at any time.Employers are required to provide employees with a written statement of the employee's available earned sick and safe leave.Leave UsageEmployers are required to provide employees with a written statement of the employee's available earned sick and safe leave.
	CALL 911	An employee is allowed to use earned sick and safe leave under the following conditions: <ul> <li>Prohibitions</li> <li>To care for or treat the employee's mental or physical illness, injury, or condition;</li> <li>An employer is prohibited under the law from taking adverse action against an employee who</li> </ul>
Maryland Maryland Equal Pay for Equal Work	POLICE:	<ul> <li>To care for or treat the employee's mental or physical illness, injury, or condition;</li> <li>To obtain preventative medical care for the employee or the employee's family member;</li> <li>To care for a family member with a mental or physical illness, injury, or condition;</li> <li>An employer is prohibited under the law from taking adverse action against an employee who exercises a right under the Maryland Healthy Working Families Act and an employee is prohibited from making a complaint, bringing an action, or testifying in an action in bad faith.</li> </ul>
DEPARTMENT OF LABOR (Labor and Employment Article Title 3, Subtitle 3)	AMBULANCE:	<ul> <li>For maternity or paternity leave; or</li> <li>The absence from work is necessary due to domestic violence, sexual assault, or stalking</li> </ul>
	PHYSICIAN:	committed against the employee or the employee's family member and the leave is being used: (1) to obtain medical or mental health attention; (2) to obtain services from a victim (1) to obtain medical or mental health attention; (2) to obtain services from a victim
§3-301.employee under this section if the adverse employment action taken by the employersex or gender identity who do the same type work and an additional equal amount as(a) In this subtile the following words have the meanings indicated.was for a failure to adhere to the reasonable limitation and not for an inquiry, a discussion, or a disclosure of wages in accordance with the limitation.sex or gender identity who do the same type work and an additional equal amount as(b)(1) "Employer" means:discussion, or a disclosure of wages in accordance with the limitation.(2) If an employer knew or reasonably should have known that the employer's action		services organization; (3) for legal services or proceedings; or (4) because the employee has temporarily relocated as a result of the domestic violence, sexual assault, or stalking. COMMISSIONER OF LABOR AND INDUSTRY 10946 Golden West Drive, Suite 160 I Hunt Valley, MD 21031
(i) a person engaged in a business, industry, profession, trade, or other enterprise in the State; (ii) the State and its units; (d)(1) A prohibition established in accordance with subsection (b)(3) of this section against the discussion or disclosure of the wages of another employee without that employee's prior permission may not apply to instances in which an employee who has	HOSPITAL:	ssl.assistance@maryland.gov
(iii) a county and its units; andaccess to the wage information of other employees as a part of the employee's essential job functions if the discussion or disclosure is in response to a complaint or charge or in furtherance of an investigation, a proceeding, a hearing, or an action under this subtile, b) On the written request of an employee who is entitled to bring an action under this(iii) a county and its units; andaccess to the wage information of other employees as a part of the employee's essential job functions if the discussion or disclosure is in response to a complaint or charge or in furtherance of an investigation, a proceeding, a hearing, or an action under this subtile, b) On the written request of an employee who is entitled to bring an action under this	FIRE DEPARTMENT:	Maryland Labor and Employment Article, Title 3, Sec. 3-1302
another employer with an employee. (c) "Gender identity" has the meaning stated in § 20–101 of the State Government Article. (1) "WL = """ = "" = "" = "" = "" = "" = ""	POISON CONTROL:	
(d)(1) "Wage" means all compensation for employment.       another employee obtained outside the performance of the essential functions of the       of the employee; and         (2) "Wage" includes board, lodging, or other advantage provided to an employee for the convenience of the employee.       of the employee; and       (3) consolidate 2 or more claims against an employee.         (a) (1) "Wage" includes board, lodging, or other advantage provided to an employee for the employee.       (a) consolidate 2 or more claims against an employee.       (b) consolidate 2 or more claims against an employee.         (b) (1) "Wage" includes board, lodging, or other advantage provided to an employee.       (c) Nothing in this section shall be construed to:       (c) An action under this section shall be filed within 3 years after the employee receives for the employee the wages paid on the termination of employment under § 3-505(a)	OSHA:	WAGE PAYMENT AND COLLECTION
§3-302.       (1) require an employee to disclose the employee's wages;       of this title.         (2) diminish employees' rights to negotiate the terms and conditions of employment       (1) the agreement of an employee to work for less than the wage to which the employee         (1) require an employee to disclose the terms and conditions of employment       (1) the agreement of an employee to work for less than the wage to which the employee         (1) require an employee of both men and women in a lawful enterprise.       (2) diminish employees' rights to negotiate the terms and conditions of employment       (d) The agreement of an employee to work for less than the wage to which the employee         (a) The agreement of an employee to a defense to an action under this section.       (a) The agreement of an employee to a defense to an action under this section.		Labor and Employment Article, Title 3, Subtitle 5, Annotated Code of Maryland
§3-303.       (3) limit the rights of an employee provided under any other provision of law or collective bargaining agreement;       (a) limit the rights of an employee provided under any other provision of law or collective bargaining agreement;       (b) If a court determines that an employee is entitled to judgment in an action under this section, the court shall allow against the employer reasonable counsel fees and other costs of the action, as well as prejudgment interest in accordance with the Maryland	PAY DAY NOTICE	§ 3-501. Definitions.       (i) authorized by the employee; and the employee's leave benefits in accordance with §       (c)       (1) In this subsection, "construction
(2) supervise the payment of a wage owing to an employee under this subtitle. (2) supervise the payment of a wage owing to an employee under this subtitle. (3) supervise the payment of a wage owing to an employee under this subtitle. (4) proprietary information, trade secret information on information that is otherwise subject to a legal privilege or protected by law; or (5) permit an employee, without the written consent of an employee, to disclose (5) permit an employee, without the written consent of an employee, to disclose (5) permit an employee, without the written consent of an employee, to disclose (5) permit an employee, without the written consent of an employee, to disclose (5) permit an employee, without the written consent of an employee, to disclose (6) permit an employee, written consent of an employee, to disclose (7) permit an employee, written consent of an employee, to disclose (8) permit an employee under this subtite. (7) permit an employee, written consent of an employee, to disclose (8) permit an employee under this subtite.		(a) In this subtitle the following words have the cii) any fees applicable to the debit meanings indicated. (b) "Employer" includes any person who in writing in at least 12 point font.
<ul> <li>\$3-304.</li> <li>(a) In this section, "providing less favorable employment opportunities" means:</li> <li>(1) assigning or directing the employee into a less favorable career tracks, if career tracks</li> <li>\$3-304.</li> <li>(a) An employer may not:</li> <li>(b) permit an employee to disclose wage information to a competitor of the employer.</li> <li>(c) permit an employee to disclose wage information to a competitor of the employer.</li> <li>(a) An employer may not:</li> <li>(b) willfully violate any provision of this subtitle;</li> <li>(c) hinder, delay, or otherwise interfere with the Commissioner or an authorized</li> </ul>	<ul> <li>MONDAY</li> <li>FRIDAY</li> <li>TUESDAY</li> <li>SATURDAY</li> </ul>	employs an individual in the State or a successor of the person. (c) (1) "Wage" means all compensation that (c) (1) "Wage" means all compensation that
are offered, or position; (a) On request, an employer shall provide to an applicant for employment the wage (2) failing to provide information about promotions or advancement in the full range of career tracks offered by the employer; or (a) On request, an employer shall provide to an applicant applied. (b)(1) An employer may not: (a) On request, an employer shall provide to an applicant applied. (b)(1) An employer may not: (career tracks offered by the employer; or (career tracks offered by the employer. (career	<ul> <li>WEDNESDAY</li> <li>SUNDAY</li> <li>THURSDAY</li> </ul>	is due to an employee for employment. (2) "Wage" includes: (2) "Wage
(3) limiting or depriving an employee of employment opportunities that would otherwise be available to the employee but for the employee's sex or gender identity. (b)(1) An employer may not discriminate between employees in any occupation by:(i) retaliate against or refuse to interview, hire, or employ an applicant for employment because the applicant: 1. did not provide wage history; orthis subtile to inspect; (4) discharge or otherwise discriminate against an employee or applicant for employment:	PAY SCHEDULE IS:	(i) a bonus;       the wage of an employee unless the deduction is:       reciprocal agreement with a labor department or       with the general contractor.         (ii) a commission;       (1) ordered by a court of competent jurisdiction;       other similar unit that has jurisdiction in another state       (3) A subcontractor shall indemnify a         (iii) a fringe benefit;       (2) authorized expressly in writing by the       over wage collection.       over wage collection.       general contractor for any wages, damages, interest, over wage a a routh of the
(i) paying a wage to employees of one sex or gender identity at a rate less than the rate paid to employees of another sex or gender identity if both employees work in the same establishment and perform work of comparable character or work on the same	<ul> <li>WEEKLY</li> <li>SEMI MONTHLY</li> <li>BIWEEKLY</li> <li>MONTHLY</li> </ul>	(iv) overtime wages; or (v) any other remuneration promised for service. (iv) overtime wages; or (v) any other remuneration promised for service. (iv) any other remuneration (iv) any
operation, in the same business, or of the same type; or1. rely on the wage history of an applicant for employment in screening or considering (ii) providing less favorable employment opportunities based on sex or gender identity. (2) For purposes of paragraph (1)(i) of this subsection, an employee shall be deemed to1. rely on the wage history of an applicant for employment or in determining the wages for the applicant; or 2. seek the wage history for an applicant for employment orally, in writing, or through(iii) has testified or will testify in an action under this subtitle or a proceeding that relates to the subject of this subject of this subtitle.		§ 3-502. Payment of Wage.       deduction; or       that this subtitle has been violated, the Commissioner:       in a contract between the general contractor and the         (a)       (1) Each employer:       (1) Each employer:       or any rule or regulation issued by a governmental       in the violation informally by mediation;       (i) a violation of the subtitle arose
work at the same establishment as another employee if the employees work for the same employer at workplaces located in the same county of the State.       an employee or an agent or from a current or former employer.       (b) An employee or applicant for employment may not:         (c) Except as provided in subsection (d) of this section, does not provide in subsection (d) of this section, does not provide in a variation in a ware the sub- tine subsection (d) of this section.       (c) After an employee or an agent or from a current or former employer.       (b) An employee or applicant for employment may not:         (c) Except as provided in subsection (d) of this section, does not provide in a variation in a ware the sub- current of this cubication raise on this exploration raise on this exploration.       (b) An employee or applicant for employment may not:         (c) Except as provided in subsection (d) of this section, does not provide in subsection (d) of this section and point on the exploration raise on the exp	PAYCHECKS ARE ISSUED ON THE:	(i) shall set regular pay periods; and (ii) except as provided in paragraph (2) of this subsection, shall pay each employee at (2) of this subsection, shall pay each employee at
does not prohibit a variation in a wage that is based on:       (i) subject to paragraph (3) of this subsection, rely on the wage history voluntarily       (2) in bad faith, bring an action under this subtitle;         (1) a seniority system that does not discriminate on the basis of sex or gender identity;       (2) a merit increase system that does not discriminate on the basis of sex or gender identity;       (3) in bad faith, bring a proceeding that relates to the subject of this subtitle; or         (4) in bad faith, testify in an action under this subtitle or a proceeding that relates to the       (4) in bad faith, testify in an action under this subtitle or a proceeding that relates to the	AND OF THE MONTH	least once in every 2 weeks or twice in each month. (2) An employer may pay an administrative, executive, or professional employee (a) An employer shall give to each employee: (1) at the time of hiring, notice of: (i) the rate of pay of the employee; (i)
identity; (ii) seek to confirm the wage history voluntarily provided by the applicant for (3) jobs that require different abilities or skills; employment to support a wage offer higher than the initial wage offered by the (4) jobs that require the regular performance of different duties or services; (5) work that is performed on different times of day: (3) An employer may rely on wage history under paragraph (2) of this subsection only. (3) of this subsection (a)(1) or (4) or subsection (b)(1), (3), or (4) of this estimates a service of the subsection (b) (b) (b) (c) (c) (c) (c) (c) (c) (c) (c) (c) (c	AT:	less frequently than required under paragraph (1)(ii) of this subsection. (b) If the regular payday of an employee is a (iii) leave benefits; (iii) the regular paydays that the (iii) the regular paydays that the (iii) leave benefits; (iii) le
(5) work that is performed on different shifts or at different times of day;       (3) An employer may rely on wage history under paragraph (2) of this subsection only       section.         (6) a system that measures performance based on a quality or quantity or production;       if the higher wage does not create an unlawful pay differential based on protected       (d)(1) Except as provided in paragraph (2) of this subsection, an employer who violates         (7) a bona fide factor:       (c) This section may not be construed to prohibit an applicant for employment from       section.	TIME:	nonworkday, an employer shall pay the employer shall pay a wage: (c) Each employer shall pay a wage: (
experience, in which the factor: (i) is not based on or derived from a gender-based differential in compensation; (ii) is job related with respect to the position and consistent with a business necessity; and (c) This section may not be construed to prohibit an applicant for employment from (b) is not based on or derived from a gender-based differential in compensation; (ii) is job related with respect to the position and consistent with a business necessity; and (c) This section may not be construed to prohibit an applicant for employment from (c) This section may not be construed to prohibit an applicant for employment form (c) This subject to a fine not exceeding \$300. (2)(i) This paragraph does not apply to a violation of \$3-304.2 of this subtitle. (ii) If an employer is found to have violated this subtitle two or more times within (a)-year period, the Commissioner or a court may require the employer to pay a civil		(1) in United States currency; or(3) at least 1 pay period in advance, (2) by a check that, on demand, is notice of any change in a payday or wage.3 times the wage, and reasonable counsel fees and other costs.in connection with the statement. (c)(1) in United States currency; or(3) at least 1 pay period in advance, notice of any change in a payday or wage.3 times the wage, and reasonable counsel fees and other costs.in connection with the statement. (c)
and \$5-30. a 3-year period, the Commissioner of a court may require the employer to pay a civil (iii) accounts for the entire differential. (a)(1) Each employer shall keep each record that the Commissioner requires on: (d) This section does not preclude an employee from demonstrating that an employer's (i) wages of employees; (ii) yages of employees; and (iii) penalty equal to 10% of the Amount of damages owed by the employer. (iii) Each civil penalty assessed under this paragraph shall be paid to the General Fund of the State to offset the cost of enforcing this subtirel.		(d) (1) In this subsection, "employer" includes (b) This section does not prohibit an employer a governmental unit. (b) This section does not prohibit an employer from increasing a wage without advance notice. (c) An employee who violates subsection (c) An employee who violates subsect
discrimination on the basis of sex or gender identity. (e) An employer who is paying a wage in violation of this subtitle. (e) An employer who is paying a wage in violation of this subtitle. (ii) other conditions of employees; and (iii) other conditions of employees; and (iiii		(2) An employer may not print or cause to be printed an employee's Social Security number on the employee's wage payment check, an attachment to an employee's wage payment check, an attachment (a) Notwithstanding any remedy available under (b) of this section is guilty of a misdemeanor and on conviction is subject to a fine not exceeding \$500. (a) Notwithstanding any remedy available under (b) of this section is guilty of a misdemeanor and on conviction is subject to a fine not exceeding \$500. (b) of this section is guilty of a misdemeanor and on conviction is subject to a fine not exceeding \$500. (c) Excent as provided in subjection (b) of this section is guilty of a misdemeanor and on conviction is subject to a fine not exceeding \$500.
(b) On the basis of the records required under this section, an employer shall make each (ii) may, in the Commissioner's discretion, \$3-304.1 (i) may, in the Commissioner's discretion, (a) An employer may not: 2. for a second violation, assess a civil penalty of up to \$300 for each applicant for		to an employee's wage payment check, a notice of direct deposit of an employee's wage, or a notice of credit of an employee's wage to a debit card or card authorized representative of an employee all wages durbarized representative of an employee all wages authorized representative apployee and the
(1) prohibit an employee from:       \$3-306.       employment for whom the employer is not in compliance; or         (i) inquiring about, discussing, or disclosing the wages of the employee or another employee; or       (a) On request of an employer, the Commissioner shall provide without charge a copy of this subtitle to the employer.       (b) Intervent of the wages of the employer is not in compliance; or		account. (e) This section does not prohibit the: (1) direct deposit of the wage of an (1) direct deposit
(ii) requesting that the employer provide a reason for why the employee's wages are a condition of employment;(b) Each employer shall keep posted conspicuously in each place of employment a copy of this subtitle.within 3 years after a previous determination that a violation had occurred. (2) In determining the amount of the penalty, if assessed, the Commissioner shall(ii) requesting that the employer provide a reason for why the employee's wages are a condition of employment;(b) Each employer shall keep posted conspicuously in each place of employment a copy of this subtitle.within 3 years after a previous determination that a violation had occurred. (2) In determining the amount of the penalty, if assessed, the Commissioner shall consider:		employee into a personal bank account of the employee in accordance with an authorization of the employee; or (1) condit of the amployee if: (b) An employee if: (c) condit of the amployee if: (c) condition
the employee the right to disclose or discuss the employee's wages; orshall develop educational materials and make training available to assist employers in adopting training, policies, and procedures that comply with the requirements of this(i) the gravity of the violation;(i) inquiring about the employee's wages or another employee's wages;subtite.(ii) the gravity of the violation;		(2) credit of the wage of an employee to a debit card or card account from which the employee is able to access the funds through withdrawal, employees; (1) the employer has a written policy that limits the compensation of accrued leave to employee, end reasonable counsel fees and the employee and reasonable counsel fees and the target of target of the target of t
(ii) disclosing the employee's own wages;       (iii) disclosing the employee's wages if those wages have been disclosed voluntarily;       \$3-306.1.       (iv) the employee's history of violations under this subtitle.         (iv) asking the employer to provide a reason for the employee's wages; or       (a) Whenever the Commissioner determines that this subtitle has been violated, the       (a) Whenever the Commissioner determines that this subtitle has been violated, the       (iv) the employer's history of violations under this subtitle.		purchase, or transfer if: (2) the employer notified the employee of other costs.
(v) aiding or encouraging another employee's exercise of rights under this section.       Commissioner shall:       the State Government Article.         (b)(1) Subject to paragraph (2) of this subsection, an employer may, in a written policy       (1) try to resolve any issue involved in the violation informally by mediation; or       the State Government Article.         provided to each employee, establish reasonable workday limitations on the time, place, and mounter for involves or the discourse of employee workday limitations on the time, place, the Attorney General to bring an action under this section in the county where.       Exercise of the applicant or employee.		
and manner for inquiries about or the discussion or disclosure of employee wages. (2) A limitation established under paragraph (1) of this subsection shall be consistent with standards adopted by the Commissioner and all other State and federal laws. (2) Shiring term the paragraph (1) of this under group the paragraph (1) of this under group the paragraph (1) of the state and federal laws. (3) Shiring term the paragraph (1) of the paragraph (		
(3) Subject to subsection (d) of this section, limitations established under paragraph (1)       Maryland Department of Labor         of this subsection may include prohibiting an employee from discussing or disclosing       \$3-307.         the wages of another employee without that employee's prior permission.       (a)(1) If an employee knew or reasonably should have known that the employee's action       Employment Standards Service         (c) Excent as provided in subsection (d) of this servine to permission.       violates \$3-304 of this subitle an affected employee may bring an action against the       10946 Golden West Drive Suite 160		
(c) Except as provided in subsection (d) of this section, the failure of an employee to adhere to a reasonable limitation included in a written policy under subsection (b) of this section shall be an affirmative defense to a claim made against an employer by theviolates § 3-304 of this subtitle, an affected employee may bring an action against the employee reasonable limitation included in a written policy under subsection (b) of employees of one sex or gender identity and the wages paid to employees of another10946 Golden West Drive, Suite 160, Hunt Valley, MD 21031 Phone: 410-767-2357		DEPARTMENT OF LABOR And Overtime Law
Maryland Labor and Employment Article, Title 3, Sec. 3-306 Rev: 2/22		
		DEPARTMENT OF LABOR and Overtime Law
		Minimum Wage

 _ AND		OF	ΤH	ΕN	ЛC



DEPARTMENT OF LABOR	nd Maryland Minimum Wage and Overtime Law		
Minimum	(Labor and Employment Article, Title 3, Subtitle 4, Annotated Code of Maryland) Minimum Wage		
Wage Rates	Most employees must be paid the Maryland State Minimum Wage Rate.		
	<b>Tipped Employees</b> (earning more than \$30 per month in tips) must earn the State Minimum Wage Rate per hour. Employers must pay at least <b>\$3.63</b> per hour. This amount plus tips must equal at least the State Minimum Wage Rate. Subject to the adoption of related regulations, restaurant employers who utilize a tip credit are required to provide employees with a written or electronic wage statement for each pay period showing the employee's effective hourly rate of pay including employer paid cash wages plus tips for tip credit hours worked for each workweek of the pay period. Additional information and updates will be posted on the Maryland Department of Labor website.		
<b>\$15.00</b>	Employees under 18 years of age must earn at least 85% of the State Minimum Wage Rate.		
Effective 1/1/24	Overtime		
	<ul> <li>Most employees must be paid <u>1.5 times</u> their usual hourly rate for all work over 40 hrs. per week. Exceptions:</li> <li>Agricultural workers for all work over 60 hrs. per week</li> </ul>		
	Exemptions		
	<ul> <li>Minimum Wage and Overtime Exemptions:</li> <li>Immediate family member of the employer</li> <li>Establishments engaged in the first canning, packing or freezing of fruits, vegetables, poultry,</li> </ul>		

Under Maryland law, a tipped employee is an employee who customarily and regularly received more than \$30 each month in tips or gratuities.		Agricultural workers
received more than 550 cach month in tips of gratuities.		Exemptions
Maryland law prohibits an employer from requiring a tipped employee to reimburse an employer or pay an employer for the amount of a customer's charge for food or beverage if the customer leaves the employer's place of business without paying for the charges. In addition, unless otherwise provided by law, and employer is prohibited from making a deduction to an employee's wages to cover the cost of a customer's charge for food or beverage if the customer leaves the employer's place of business without paying the charge for food or beverages.		<ul> <li>Minimum Wage and Overt</li> <li>Immediate family member</li> <li>Certain agricultural empl</li> <li>Executives, administrative employees</li> <li>Volunteers for educationa and non-profit organization</li> </ul>

er of the employer loyees ve, and professional al, charitable, religious,

**Overtime Only Exemptions** 

(must earn the State Minimum Wage Rate):

or seafood

You quit your job or you were terminated from your employment for a reason other than for cause; and
You are covered by your employer under a group hospital-medical policy or a health maintenance organization (HMO) for at least three (3) months prior to being separated from your employment;
and
You do not have other similar insurance.
you wish to continue your health insurance, you MUST give your employer written notice no later than forty-five (45) days after your last day of work.
IPORTANT:
ou will be responsible for paying the entire cost of the health insurance policy.

**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 if:

For further information about the program, you should contact your employer, or if necessary, telephone the Insurance Administration in Baltimore at (410) 468-2244 or 1-800-492-6116 (Ext. 2244).

State of Maryland Maryland Department of Labor THIS NOTICE APPLIES TO STATE LAW. YOU MAY HAVE BROADER BENEFITS UNDER FEDERAL LAW. **TO BE POSTED** Maryland Labor and Employment Article, Title 8, Sec. 8-603

## safety and health protection on the job

PUB/DUI 6116

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the violation allegedly occurred for injunctive relief, damages, or other relief.
\$3-307.
(a)(1) If an employer knew or reasonably should have known that the employer's ac
violates § 3-304 of this subtitle, an affected employee may bring an action against th
employer for injunctive relief and to recover the difference between the waves paid to

The Maryland Occupational Safety and Health Act **Citation:** 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.

The Commissioner of Labor and Industry has the primary responsibility for administering the Act and issuing occupational safety and health standards. MOSH Safety and Health Inspectors conduct jobsite inspections to ensure compliance with the Act

**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.

> Where there is no authorized employee representative, the MOSH Inspector shall consult with a reasonable number of employees concerning safety and health conditions in the workplace.

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.

> The Act provides that employees may not be discharged or discriminated against in any way for filing safety and health complaints or otherwise exercising their rights under the Act.

An employee who believes he or she has been discriminated against may file a complaint with the Commissioner and/or the Federal Occupational Safety and Health Administration Regional Office within 30 days of the alleged discrimination.

**SAFETY and HEALTH** ACT

#### **PRIVATE SECTOR**

MARYLAND

OCCUPATIONAL

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.

The MOSH citation must be prominently displayed at or near the place of alleged violation for three days, or until it is corrected, whichever is later, to warn employees of dangers that may exist there.

Proposed Penalty:

The Act provides for 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. Also, any employer who willfully or repeatedly violates the Act may be assessed civil penalties of up to \$70,000 for each such violation.

Criminal penalties are also provided for in the Act. Any willful violation resulting in death of an employee, upon conviction, is punishable by a fine of not more than \$10,000 or by imprisonment for not more than six months, or by both. Conviction of an employer after a first conviction doubles these maximum penalties.

#### 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. Such cooperative action would initially focus on the identification and elimination of hazards that could cause death, injury, or illness to employees and supervisors. There are many public and private organizations that can provide information and assistance in this effort, if requested.

#### ADDITIONAL INFORMATION AND COPIES OF THE ACT, SPECIFIC MARYLAND OCCUPATIONAL SAFETY AND HEALTH STANDARDS, AND OTHER APPLICABLE **REGULATIONS MAY BE OBTAINED FROM**

MOSH TRAINING and EDUCATION 10946 Golden West Drive, Suite 160

Hunt Valley, Maryland 21031

If you think you have been required to make an improper payment or there has been an improper deduction from your wages related to a customer's charges if the customer leaves the place of business without paying the charges, you may contact the Commissioner of Labor and Industry at:

Employees

Maryland Division of La

Maryland Notice to Tipped

Department of Labor Division of Labor and Industry Employment Standards Service 10946 Golden West Dive, Suite 160 Hunt Valley, MD 21031 Telephone Number: (410) 767-2357 • Fax Number: (410) 333-7303 E-mail: dldliemploymentstandards-dllr@maryland.gov

PURSUANT TO §3-713 (C) OF THE LABOR AND EMPLOYMENT ARTICLE OF THE MARYLAND ANNOTATED CODE, EMPLOYERS ARE REQUIRED TO CONSPICUOUSLY POST THIS NOTICE IN A PLACE WHERE ANY TIPPED EMPLOYEE IS EMPLOYED.

Montgomery Co. Different minimum wage rates are in effect. Employers in this county are required to post the applicable rate information.	<ul> <li>Employees under the age of 16 working less than 20 hours per week</li> <li>Outside salespersons</li> <li>Commissioned employees</li> <li>Employees enrolled as a trainee as part of a public school special education program</li> <li>Non-administrative employees of organized camps</li> <li>Certain establishments selling food and drink for consumption on the premises grossing less than \$400,000 annually</li> <li>Drive-in theaters</li> <li>Taxicab drivers</li> <li>Certain employees selling/servicing automobiles, farm equipment, trailers, or trucks</li> <li>Non-profit concert promoter, theater, music festival, music pavilion, or theatrical show</li> <li>Employers subject to certain railroad requirements of the U.S. Dept. of Transportation, the Federal Motor Carrier Act, and the Interstate Commerce Commission</li> <li>Seasonal amusement and recreational establishments that meet certain criteria</li> </ul>
	Maryland Department of Labor Division of Labor and Industry—Employment Standards Service 10946 Golden West Drive, Suite 160 Hunt Valley, MD 21031 Telephone Number: (410) 767-2357 • Fax Number: (410) 333-7303 E-mail: <u>dldliemploymentstandards-dllr@maryland.gov</u>
THIS IS A SUMMAR	<b>RE REQUIRED BY LAW TO POST THIS INFORMATION CONSPICUOUSLY.</b> BY OF THE LAW. TO ENSURE COMPLIANCE, CONSULT A LEGAL ADVISOR.

## **WORKERS' COMPENSATION** LA COMPENSACIÓN DEL TRABAJADOR

Rev. 2/2022

#### Job Related Accidental Personal Injury or Occupational Disease?

If you are disabled and unable to work for more than three (3) days, your employer's workers' compensation insurance company may pay your medical bills and other expenses and replace two-thirds (2/3) of your salary (limited to the maximum set by law).

#### If you are injured on the job:

1. Notify your employer or supervisor at once. You cannot receive full benefits unless your employer knows you are injured.

2. Tell the doctor who treats you that you were hurt on the job.

3. Complete an Employee's Claim Form C-1 (available by phone or on the Commission's website) and send it to us as soon as possible.

#### Note: Withholding information or giving false information about any work-related activity or return to work could prevent you from receiving benefits and may subject you to fines, imprisonment or both.

**Employer**/Empleador **Business Address**/Dirección

City/State/Zip Ciudad/Estado/Código Postal

Federal Employer ID (FEIN)

Indentificación Federal Del Empleador

Telephone Number/Número Telefónico

**Insurance Company Name** La Compañía de Seguro

**Insurance Company Telephone** 

# in Maryland

#### ¿Accidentes por lesión/daño corporal relacionados con el Empleo o Enfermedad Profesional?

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. Informarle a su empleador o supervisor de inmediato. No podría recibir todos sus beneficios a menos que su empleador fuere notificado que sufrió una lesión.

2. Informarle 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 solicitándo uno por teléfono). Diligenciarlo para que las oficinas del Workers' Compensation lo reciban lo antes posible.

Aviso: El suministrar información falsa u ocultar información sobre cualquier actividad relacionada con su trabajo o relacionada con su regreso al trabajo, pudiera afectar los beneficios que recibiera o pudiera acarrearle multas, encarcelamiento o ambas.

### **Maryland Workers' Compensation Commission** 10 East Baltimore Street, Baltimore, Maryland 21202-1641

(410) 864-5100 / Outside Baltimore (800) 492-0479

