

MARYLAND Labor Laws

Non-administrative employees of organized camps

\$400,000 annually

Drive-in theaters

Overtime Only Exemption:

Taxicab drivers

(must earn the State Minimum Wage Rate):

Certain establishments selling food and drink for consumption on the premises grossing less than

Establishments engaged in the first canning, packing or freezing of fruits, vegetables, poultry, or

Employers subject to certain railroad requirements of the U.S. Dept. of Transportation, the Federal

FOR MORE INFORMATION OR TO FILE A COMPLAINT CONTACT:

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: dldliemploymentstandards-dllr@maryland.gov

EMPLOYERS ARE REQUIRED BY LAW TO POST THIS INFORMATION CONSPICUOUSLY.

THIS IS A SUMMARY OF THE LAW. TO ENSURE COMPLIANCE, CONSULT A LEGAL

PENALTIES ARE PRESCRIBED FOR VIOLATIONS OF THE LAW.

What If My Employer Retaliates?

Any form of retaliation is grounds to file a Complaint of Discrimination with the Maryland Commission on Civil Rights

What If I Am A Victim Of Discrimination

alleged act of discrimination. A trained Civil Rights Officer will work with you to discuss what happened and determine

If you believe your rights under the law have been violated, you must file a complaint with MCCR 300 days of the

if there is reason to believe a discriminatory violation occurred. You can reach MCCR by phone, email, fax, letter, or

Deny the exercise; or

Deny the attempt to exercise the right.

Retaliation is also prohibited under the law when you exercise your rights to seek relief and redress. If an

employee decides to file an employment discrimination complaint, an employer may not:

Certain employees selling/servicing automobiles, farm equipment, trailers, or trucks

Seasonal amusement and recreational establishments that meet certain criteria

Motor Carrier Act, and the Interstate Commerce Commission

Non-profit concert promoter, theater, music festival, music pavilion, or theatrical show

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

> (Labor and Employment Article, Title 3, Subtitle 4, Annotated Code of Maryland Minimum Wage Rates

Fffective 1/1/24 Montgomery Co Different minimum wage rates are in effect. Employers in this county are required to post the applicable rate information.

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

Tipped Employees (earning more than \$30 per month in tips) must earn the State Minimum Wage Rate per hour. Employers must pay at least \$3.63 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.

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

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

Agricultural workers for all work over **60 hrs.** per week

inimum Wage and Overtime Exemptions: Immediate family member of the employer Certain agricultural employees

Executives, administrative, and professional employees Volunteers for educational, charitable, religious, and non-profit organizations Employees under the age of 16 working less than 20 hours per week Outside salespersons

Commissioned employees

Ancestry or National Origin

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

How Does The Law Protect Me?

Physical or Mental Disabilit

Marital Status

Sexual Orientation

Genetic Information

Gender Identity

State Government Article, §20-602 of the Annotated Code of Maryland provides every Marylander equal protection in

What Am I Protected From?

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

Employment agencies cannot discriminate in job referrals, ask discriminatory pre-employment questions, or

You are protected from unlawful discrimination from the following employment-related practices:

Newspapers and other media cannot publish job advertisements that discriminate

conditions, and discharging an employee.

circulate information that unlawfully limits employment.

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

(a) In this subtitle the following words have the meanings indicated (i) a person engaged in a business, industry, profession, trade, or other enterprise in the State (ii) the State and its units; iii) a county and its units; and

his subtitle applies to an employer of both men and women in a lawful enterprise.

a municipal government in the State.

2) "Employer" includes a person who acts directly or indirectly in the interest of another employer with an employee) "Gender identity" has the meaning stated in § 20—101 of the State Government Article. (1) "Wage" means all compensation for employment. ?) "Wage" includes board, lodging, or other advantage provided to an employee for the convenience of the employer.

addition to any powers set forth elsewhere, the Commissioner may: use informal methods of conference, conciliation, and persuasion to eliminate pay practices that are unlawful under this 2) supervise the payment of a wage owing to an employee under this subtitle.

a) In this section, "providing less favorable employment opportunities" means signing or directing the employee into a less favorable career track, if career tracks are offered, or position; failing to provide information about promotions or advancement in the full range of career tracks offered by the employer; or limiting or depriving an employee of employment opportunities that would otherwise be available to the employee but for the

) An employer may not discriminate between employees in any occupation by: 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 jender identity if both employees work in the same establishment and perform work of comparable character or work on the

ame operation, in the same business, or of the same type; or roviding less favorable employment opportunities based on sex or gender identity. For purposes of paragraph (1)(i) of this subsection, an employee shall be deemed to work at the same establishment a another employee if the employees work for the same employer at workplaces located in the same county of the State. excent as provided in subsection (d) of this section, subsection (b) of this section does not prohibit a variation in a wage that is

a seniority system that does not discriminate on the basis of sex or gender identity; merit increase system that does not discriminate on the basis of sex or gender identity iobs that require different abilities or skills: 1) jobs that require the regular performance of different duties or services:

ystem that measures performance based on a quality or quantity or production; or a bona fide factor other than sex or gender identity, including education, training, or experience in which the factor: (i) is not based on or derived from a gender-based differential in compensation: i) is job related with respect to the position and consistent with a business necessity; and

work that is performed on different shifts or at different times of day;

This section does not preclude an employee from demonstrating that an employer's reliance on an exception listed in subsection of this section is a pretext for discrimination on the basis of sex or gender identity. An employer who is paying a wage in violation of this subtitle may not reduce another wage to comply with this subtitle.

(a) An employer may not: (1) prohibit an employee from i) inquiring about, discussing, or disclosing the wages of the employee or another employee; or

i) requesting that the employer provide a reason for why the employee's wages are a condition of employment;) require an employee to sign a waiver or any other document that purports to deny the employee the right to disclose or discuss ne employee's wages; or) take any adverse employment action against an employee for: inquiring about the employee's wages or another employee's wages;

ii) disclosing the employee's own wages; ii) discussing another employee's wages if those wages have been disclosed voluntarily; v) asking the employer to provide a reason for the employee's wages; or aiding or encouraging another employee's exercise of rights under this section. Subject to paragraph (2) of this subsection, an employer may, in a written policy provided to each employee, establish

asonable workday limitations on the time, place, 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 ommissioner and all other State and federal laws. Subject to subsection (d) of this section, limitations established under paragraph (1) of this subsection may include prohibiting n employee from discussing or disclosing the wages of another employee without that employee's prior permission. Except as provided in subsection (d) of this section, the failure of an employee to adhere to a reasonable limitation included in written policy under subsection (b) of this section shall be an affirmative defense to a claim made against an employer by the

imployee under this section if the adverse employment action taken by the employer was for a failure to adhere to the reasonable tation and not for an inquiry, a discussion, or a disclosure of wages in accordance with the limitation.) A prohibition established in accordance with subsection (b)(3) of this section against the discussion or disclosure of the wages another employee without that employee's prior permission may not apply to instances in which an employee who has access o the wage information of other employees as a part of the employee's essential job functions if the discussion or disclosure is in ponse to a complaint or charge or in furtherance of an investigation, a proceeding, a hearing, or an action under this subtitle, If an employee who has access to wage information as part of the essential functions of the employee's job discloses the

oployee's own wages or wage information about another employee obtained outside the performance of the essential functions of the employee's job, the employee shall be entitled to all the protections afforded under this subtitle. Nothing in this section shall be construed to: require an employee to disclose the employee's wages nish employées' rights to negotiate the terms and conditions of employment under federal, State, or local law,

limit the rights of an employee provided under any other provision of law or collective bargaining agreement; 4) create an obligation on any employer or employee to disclose wages: 5) permit an employee, without the written consent of an employer, to disclose proprietary information, trade secret information, nformation that is otherwise subject to a legal privilege or protected by law; or) permit an employee to disclose wage information to a competitor of the employer

(A) On request, an employer shall provide to an applicant for employment the wage range for the position for which the applicant

l. Did not provide wage history; or 2. Requested the wage range in accordance with this section for the position for which the applicant applied; and Except a provided in paragraph (2) of this subsection: Rely on the wage history of an applicant for employment in screening or considering the applicant for employment or in

After an employer makes an initial offer of employment with an offer of compensation to an applicant for employment, an (1) Subject to paragraph (3) of this subsection, rely on the wage history voluntarily provided by the applicant for employment

Seek the wage history for an applicant for employment orally, in writing, or through an employee or an agent or from a

(ii) job classifications of employees; and (iii) other conditions of employment. 2) An employer shall keep the records required under this subsection for the period of time that the Commissioner requires. b) On the basis of the records required under this section, an employer shall make each report that the Commissioner requires (a) On request of an employer, the Commissioner shall provide without charge a copy of this subtitle to the employer (b) Each employer shall keep posted conspicuously in each place of employment a copy of this subtitle. (c) The Commissioner, in consultation with the Maryland Commission on Civil Rights, shall develop educational materials and make

(II) Seek to confirm the wage history voluntarily provided by the applicant for employment to support a wage offer higher

(3) An employer may rely on wage history under paragraph (2) of this subsection only if the higher wage does not create an

(C) This section may not be construed to prohibit an applicant for employment from sharing wage history with an employer

unlawful pay differential based on protected characteristics under §3-304 of this subtitle.

(a)(1) Each employer shall keep each record that the Commissioner requires on:

training available to assist employers in adopting training, policies, and procedures that comply with the requirements of this (a) Whenever the Commissioner determines that this subtitle has been violated, the Commissioner shall: 1) try to resolve any issue involved in the violation informally by mediation; or

2) ask the Attorney General to bring an action on behalf of the applicant or employee (b) The Attorney General may bring an action under this section in the county where the violation allegedly occurred for injunctive relief, damages, or other relief. a)(1) If an employer knew or reasonably should have known that the employer's action violates § 3-304 of this subtitle, an affected

employee may bring an action against the employer for injunctive relief and to recover the difference between the wages paid to ployees of one sex or gender identity and the wages paid to employees of another sex or gender identity who do the same type work and an additional equal amount as liquidated damages. (2) If an employer knew or reasonably should have known that the employer's action violates § 3-304.1 of this subtitle, an affected employee may bring an action against the employer for injunctive relief and to recover actual damages and an additional equal

(b) On the written request of an employee who is entitled to bring an action under this section, the Commissioner may: (1) take an assignment of the claim in trust for the employee: 2) ask the Attorney General to bring an action in accordance with this section on behalf of the employee; and (c) An action under this section shall be filed within 3 years after the employee receives from the employer the wages paid on the mination of employment under § 3-505(a) of this title.

(3) An employee may bring an action on behalf of the employee and other employees similarly affected.

(d) The agreement of an employee to work for less than the wage to which the employee is entitled under this subtitle is not a defense to an action under this section. (e) 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

(1) willfully violate any provision of this subtitle:

(2) hinder, delay, or otherwise interfere with the Commissioner or an authorized representative of the Commissioner in the nforcement of this subtitle; refuse entry to the Commissioner or an authorized representative of the Commissioner into a place of employment that the nmissioner is authorized under this subtitle to inspect (4) discharge or otherwise discriminate against an employee or applicant for employment because the employee or applicant for (i) makes a complaint to the employer, the Commissioner, or another person;

(ii) brings an action under this subtitle or a proceeding that relates to the subject of this subtitle or causes the action or proceeding to be brought; or (iii) has testified or will testify in an action under this subtitle or a proceeding that relates to the subject of this subtitle; or An employee or an applicant for employment may not: 1) make a groundless or malicious complaint to the Commissioner or an authorized representative of the Commissione

) in bad faith, bring an action under this subtitle:) in bad faith, bring a proceeding that relates to the subject of this subtitle; or) in bad faith, testify in an action under this subtitle or a proceeding that relates to the subject of this subtitle. e Commissioner may bring an action for injunctive relief and damages against a person who violates subsection (a)(1), (4) or subsection (b)(1), (3), or (4) of this section)(1) Except as provided in paragraph (2) of this subsection, an employer who violates any provision of subsection (a)(2) or (3) of this ection is guilty of a misdemeanor and on conviction is subject to a fine not exceeding \$300.

 (i) This paragraph does not apply to a violation of §304.2. (ii) If an employer is found to have violated this subtitle two or more times within a 3-year period, the Commissioner or a court ay require the employer to pay a civil 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 subtitle. (1) If the Commissioner determines that an employer has violated §3-304.2 of this subtitle, the Commissioner I) shall issue an order compelling compliance; and

(II) may, in the Commissioner's discretion. 1. for a first violation, issue a letter to the employer compelling compliance: 2. for a second violation, assess a civil penalty of up to \$300 for each applicant for employment for whom the employer is 3. for each subsequent violation, assess a civil penalty of up to \$600 for each applicant for employment for whom the

employer is not in compliance if the violation occurred within 3 years after a previous determination that a violation had (2) In determining the amount of the penalty, if assessed, the Commissioner shall consider: (I) the gravity of the violation'

(II) the size of the employer's busines III) the employer's good faith; and (IV) the employer's history of violations under this subtitle.

(3) If the Commissioner assesses a penalty under paragraph (1)(II) of this subsection, the penalty shall be subject to the notice and hearing requirements of Title 10. Subtitle 2 of the State Government Article. FOR MORE INFORMATION CONTACT

DIVISION OF LABOR AND INDUSTRY EMPLOYMENT STANDARDS SERVICE 10946 GOLDEN WEST DRIVE, SUITE 160 - HUNT VALLEY, MD 21031 PHONE: 410-767-2357

APPLYING FOR A WORK PERMIT

Minor or Parent/Guardian completes required information online and

TO BE VALID: The Minor, the Minor's Parent/Guardian, and the Employer

May not be employed or permitted to work more than five hours continuously without a

pplications for work permits are accepted online at: ww.dllr.state.md.us/childworkpermit.Ste

f3 hours on any day when school is in session

8 hours on any day when school is not in session

40 hours in any week when school is not in session;

^eMay work until 9:00pm from June 1 until Labor Day.

permissible hours of work prescribed above.

is based upon a more restrictive Federal law.

*May only work between the hours of 7:00am and 7:00pm.

The hours worked by a minor enrolled in a bona fide work-study or student-learner

program when school is normally in session may not be counted towards the

May spend no more than 12 hours in a combination of school hours and work hours each day.

Must be allowed at least eight consecutive hours of non-work, non-school time in each

al permits may be issued to minors of any age to be employed as a model,

Itimore office of the Division of Labor and Industry (address below) or online at:

former, or entertainer. The applications and permits are available only from the

prints work permit

must sign the permit

Permissible Hours of Employment

non-working period of at least ½ hour

*Non-school hours;

*18 hours in a school week;

Minors 14 —15:

Minors 16 —17:

DEPARTMENT OF LABOR

Child Labor

REV. 02/2022

Commission on Civil Rights Pregnant & Working

Date a reasonable accommodation is medically advisable If you are pregnant, you have a legal right to a reasonable accommodation if your pregnancy causes or contributes to a disability **and** e accommodation does not impose an undue hardship on your employer. State Government Article, §20-609(b) Probable duration of the accommodation should be provided. Explanation as to the medical advisability of the reasonable accommodation.

What Does That Mean

Changing iob duties

required, the certification must include:

ommodation. These include, but are not limited to

Pregnancy Rights

Can I Still Get In Trouble? f you have a disability that is contributed to or caused by pregnancy, you may request a reasonable accommodation at work. Your **Retaliation is prohibited under** *State Government Article, §20-609(h)* when exercising your rights. If an employee seeks to exercise mployer must explore "all possible means of providing the reasonable accommodation." State Government Article, §20-609(d) The law lists an assortment of options for both you and your employer to consider in order to comply with a request for reasonable her right to request a reasonable accommodation for a temporary disability due to pregnancy, an employer may not: Interfere with: Restrain: Deny the exercise; or Deny the attempt to exercise the right.

Changing work hours Providing mechanical or electrical aids Transfers to less strenuous or less hazardous positions

ry situation is different. You must explore every available option with your employer to decide what accommodation best suits Do I Need A Doctor's Note? depends on what your employer requests. The law allows an employer, at his or her discretion, to require certification from your nealth care provider regarding the medical advisability of a reasonable accommodation, but only to the same extent certification is

equired for other temporary disabilities. State Government Article, §20-609(f)

BALTIMORE, MD 21202-163 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

Department of Labor

YOUR EMPLOYER IS SUBJECT TO the Maryland Unemployment Insurance Law and pays taxes under this law. No deduction s made from your wages for this purpose. 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. 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 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

YOU ARE ENTITLED TO BENEFITS IF:

You are unemployed through no fault of your own You have sufficient earnings in your Base Period. You have registered for work and filed a claim for benefits with a Maryland Department of Labor claim center listed You are able to work, available for work, and actively seeking work.

To ensure 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 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 certificates or other forms of proof of IF YOU ARE TOTALLY OR PARTIALLY UNEMPLOYED CALL:

Phone Number To File A Claim Area Served

301-313-8000 Prince Georges 1-877-293-4125 (toll free) St. Mary's Montaomery Allegany Garrett 1-877-293-4125 (toll free) Frederick Washington

TO EMPLOYEES 410-334-6800 1-877-293-4125 (toll free) Dorchester Wicomico Oueen Anne's Worcester 410-853-1600 Anne Arundel Carroll 1-877-293-4125 (toll free) Baltimore City Harford Baltimore County SOLICITUD DE INSIDE THE STATE OF MARYLAND **OUTSIDE THE STATE OF MARYLAND**

Any form of retaliation is grounds to file a Complaint of Discrimination with the Maryland Commission on Civil Rights (MCCR).

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

pelieve a discriminatory violation occurred. You can reach MCCR by phone, email, fax, letter, or walk-in. All procedures by MCCR are

What If I Am A Victim Of Discrimination?

STATE OF MARYLAND

COMMISSION ON CIVIL RIGHTS

6 Saint Paul Street, Suite 900

BENEFICIOS DEL (DENTRO DEL ESTADO DE MARYLAND) (FUERA DEL ESTADO DE MARYLAND) DESEMPLEO PARA Maryland Relay Dial 711 LA POBLACIÓN D TTY: 1-800-735-2258 TTY: 1-800-735-2258 Speech to Speech: 1-800-785-5630 HABLE HISPANA Speech to Speech: 1-800-785-5630 301-313-8000 Para Relevos en Para Relevos en Maryland presione Maryland presione 711 ó 1-800-877-1264 (U.S.) 1-800-877-1264 (U.S.)

TO FILE A CLAIM VIA THE INTERNET www.mdunemployment.com IMPORTANT NOTICE

Unemployment insurance is intended for persons who are unemployed through no fault of their own and who are ready, willing and able to work. Persons who receive benefits through false statements or fail to report ALL earnings will be disqualified and will be subject to criminal prosecution. The Civil Rights Act of 1964 states that no person shall be discriminated against on the basis of 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 DEPARTMENT OF LABOR - DIVISION OF UNEMPLOYMENT INSURANCE THIS CARD MUST BE POSTED IN A CONSPICUOUS PLACE Maryland Department of Labor - Employment Article, Title 8, Sec. 8-603

REV. 03/2020

Department of Labor, Division of Labor and Industry Notice to Tipped Employees

nder Maryland law, a tipped employee is an employee who customarily and regularly received more than 330 each month in tips or gratuities. Maryland law prohibits an employer from requiring a tipped employee to reimburse an employer or pay an **EMPLOYMENT STANDARDS SERVICE**

employer for the amount of a customer's charge for food or beverage if the customer leaves the employer's 10946 GOLDEN WEST DRIVE, SUITE 160 lace of business without paying for the charges. In addition, unless otherwise provided by law, and mployer 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.

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 vithout paying the charges, you may contact the Commissioner of Labor and Industry at:

DIVISION OF LABOR AND INDUSTRY

FAX NUMBER: (410) 333-7303

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.

REV. 02/2022

WORKERS' COMPENSATION LA COMPENSACIÓN DEL TRABAJADOR

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

NOTICE: 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. Where federal and state rates both apply to

Commission on Civil Rights

lovment Discrimination *is Unlawfu*

Interfere with;

Restrain:

STATE OF MARYLAND

COMMISSION ON CIVIL RIGHTS

6 SAINT PAUL STREET, SUITE 900

BALTIMORE, MD 21202-1631

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).

THE PARTY OF THE P you are injured on the job:

send it to us as soon as possible.

nsurance Company Telephone

1D WCC Form C-24 05/2017

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

. Tell the doctor who treats you that you were hurt on the job. Complete an Employee's Claim Form C-1 (available by phone or on the Commission's website) and

Note: Withholding information or giving false information about any work-related activit or return to work could prevent you from receiving benefits and may subject

to fines, imprisonment or both.

Business Address/Dirección Federal Employer ID (FEIN) elephone Number/Número Telefónico nsurance Company Name

to support a wage offer higher than the initial wage offered by the employer: or

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

> i 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).

<u>i usted sufre una lesión en el trabajo, debe:</u> . 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.

Informarle al médico quien le administre tratamiento

que usted se lesionó en su trabajo. 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 Webpage - http://www.wcc.state.md.us / TTY Users - 711 in Maryland or (800) 735-2258 This notice must be printed on 8.5 "X 14" gold or yellow paper, display complete employer information and be

posted in a conspicuous location at each work site or location in accordance with COMAR 14.09.01.02 and 14.09.01.10.

Department of Labor, Division of Labor and Industry **Minor Fact Sheet**

is permitted to work.

Non-Employment Activities

the place of a parent.

the place of a parent.

ederal Restrictions

FOR MORE INFORMATION CONTACT:

MARYLAND DEPARTMENT OF LABOR

DIVISION OF INDUSTRY - EMPLOYMENT STANDARDS SERVIC

10946 Golden West Drive, Suite 160 • Hunt Valley, MD 21031

E-MAIL: dldliemploymentstandards-dllr@maryland.gov

TELEPHONE NUMBER: (410) 767-2357 • FAX NUMBER: (410) 333-7303

Caddying on a golf course.

NOTE TO EMPLOYERS

Employers must keep the work permit on file for three years.

Activities not considered employment if performed outside of the prescribed school day

Work performed in a business owned or operated by a parent or one standing in

organization, employed with the written consent of a parent or one standing in

Work performed as a counselor, assistant counselor, or instructor in a youth camp

of study relating to firefighting or rescue and who are 16 years of age or older

imployers are generally subject to both state child labor laws and the federal child

labor provisions of the Fair Labor Standards Act (FLSA), 29 U.S.C. 212(c), and the FLSA

regulations at 29 CFR Part 570. Certain provisions of Maryland state law may be less

restrictive than federal law, and employers covered by the FLSA that only follow a

less restrictive provision of Maryland state law will be in violation of federal law. See

Department of Labor's Wage and Hour Division Website at www.dol.gov/whd.

29 U.S.C. 218(a). For more information on federal child labor law, please visit the U.S

and the activity does not involve mining, manufacturing, or hazardous occupations. The

Work performed by non-paid volunteers, in a charitable or non-profit

Employment as an instructor on an instructional sailboat.

Manufacturing of evergreen wreaths in or about a home

Delivery of newspapers to the consumer.

certified under the Maryland Youth Camp Ac

Domestic work performed in or about a home.

A minor under the age of 14 is not permitted to work and may not be

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 mino

(Labor and Employment Article, Section 3-206

OCCUPATIONS FORBIDDEN TO ALL MINORS: Certain occupations are declared to be hazardous by the U.S. Secretary of Labor and have been adopted by reference by the Commissioner of Labor and Industry for the State of Maryland. All minors are forbidden to be employed at these occupations with certain exceptions including but not limited to Youth Apprenticeship. Occupations in or about plants or establishments manufacturing or storing explosives or articles containing explosive components. Occupations of motor-vehicle driver and outside helper.

Coal-mine occupations logging occupations and occupations in the operation of any sawmill, lathe mill, shingle mill, or cooperage-stock mill.

Occupations involved in the operation of power-driven woodworking machines. Occupations involving exposure to radioactive substances and to ionizing radiations. Occupations involved in the operation of elevators and other power-driven hoisting Occupations involved in the operation of power-driven metal forming, punching, and shearing machines.

Docks or wharves, other than marinas where pleasure boats are sold or served

Occupations in connection with mining, other than coal. Occupations involving slaughtering, meat-packing or processing, or rendering. Occupations involved in the operation of certain power-driven bakery machines. Occupations involved in the operation of certain power-driven paper products Occupations involved in the manufacture of brick, tile, and kindred products.

Occupations involved in the operation of circular saws, band saws, and guillotine Occupations involved in wrecking, demolition, and shipbreaking operations. Occupations involved in roofing operations. Occupations involved in excavation operations.

n addition to the hazardous occupations as declared by the U.S. Secretary of Labor and adopted by the Commissioner of Labor and Industry, the following occupations are forbidden to all The manufacturing of dangerous or toxic chemicals or compounds.

Cleaning, oiling, or wiping of machinery. Pilots, firemen, or engineers on any vessel or boat engaged in commerce. Any occupation forbidden by any local, state, or federal law. Any occupation which after investigation by the Commissioner is deemed injurious to the health and welfare of the mind Erection and repair of electrical wires. Any distillery where alcoholic beverages are manufactured, bottled, wrapped, or A minor may not be employed to transfer monetary funds in any amount between 8 p.m. and 8 a.m. or in any amount over \$100.00 between 8 a.m. and 8 p.m. unless that minor is the child

Hazardous work performed by non-paid volunteers of a volunteer fire department of the owner or operator, or the funds have been received in payment of goods or services delivered by the minor or company or volunteer rescue squad who have completed or are taking a course

AREAS OF EMPLOYMENT RESTRICTED FOR MINORS 14 AND 15 YEARS OF AGE) Manufacturing, mechanical, or processing occupations including occupations in workrooms, workplaces, or storage areas where goods are manufactured or processed.

) Operation, cleaning, or adjusting of any power-driven machinery other than office machines. Occupations in, about, or in connection with (except office or sales work not performed on site)

certain poultry activities

occupations causing dust or gases in iniurious quantities boats engaged in navigation or construction

railroads certain baking and cooking hoisting apparatu any occupation deemed injuriou by the Commissioner after gases lumbervare transportation of persons or

airports public messaging service

REV. 08/2023

You do not have other similar insurance.

plover's health insurance policy if:

vs after vour last day of work.

Sick and Safe Leave

Department of Labor TO BE POSTED

and other members of your family may be eligible under Maryland law to continue to be covered by your former You will be responsible for paying the entire cost of the health insurance policy. You quit your job or you were terminated from your employment for a reason other than for cause; and

For further information about the program, you should contact your employer, or if necessary, telephone the Insurance You are covered by your employer under a group hospital-medical policy or a health maintenance organization Administration in Baltimore at (410) 468-2244 or 1-800-492-6116 (Ext. 2244). STATE OF MARYLAND you wish to continue your health insurance, you MUST give your employer written notice no later than forty-five (45) MARYLAND DEPARTMENT OF LABOR

> THIS NOTICE APPLIES TO STATE LAW. YOU MAY HAVE BROADER BENEFITS UNDER FEDERAL LAW.

TO BE POSTED

Department of Labor

EARNED SICK AND SAFE LEAVE EMPLOYEE NOTICE he Maryland Healthy Working Families Act requires employers with 15 or more employees to provide paid sick and 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

safe leave for certain employees. It also requires that employers who employ 14 or fewer employees provide unpaid sick and safe leave for certain employees. Earned sick and safe leave begins to accrue on February 11, 2018, or the date on which an employee begins

mployment with the employer, whichever is later. An employee accrues earned sick and safe 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 arned sick and safe leave in a year or accrue more than 64 hours of earned sick and safe leave at any time.

(HMO) for at least three (3) months prior to being separated from your employment; and

n employee is allowed to use earned sick and safe leave under the following conditions: To care for or treat the employee's mental or physical illness, injury, or condition; To obtain preventative medical care for the employee or the employee's family member;

To care for a family member with a mental or physical illness, injury, or condition; For maternity or paternity leave; or The absence from work is 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: (1) to obtain medical or mental health attention; (2) to obtain services from a victim services organization; (3) for legal services or

proceedings; or (4) because the employee has temporarily relocated as a result of the domestic violence,

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

An employer may deny leave in certain circumstances.

or the employee's spouse when the employee or the employee's spouse was a minor.

action, or testifying in an action in bad faith How to File a Complaint or Obtain Additional Information

If you feel your rights have been violated under this law or you would like additional information, you may contact: COMMISSIONER OF LABOR AND INDUSTRY

Employees are permitted to use earned sick and safe leave in increments in certain amounts established by their

employer. Employees are required to give notice of the need to use earned sick and safe leave when it is foreseeable.

Employers are required to provide employees with a written statement of the employee's available earned sick and

10946 GOLDEN WEST DRIVE, SUITE 160 - HUNT VALLEY, MD 21031

REV. 02/2022

Department of Labor, Licensing and Regulation

Safety and health protection on the job

MARYLAND OCCUPATIONAL SAFETY and HEALTH ACT **PRIVATE SECTOR**

safe and healthful working conditions throughout the State. Requirements of the Act include the following: 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

The Maryland Occupational Safety and Health Act of 1973 provides job safety and health protection for workers through the promotion of

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. The Act requires that a representative authorized by the employees be given an opportunity to accompany the MOSH Inspector for the

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. 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. 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. The Act provides for mandatory civil penalties against employers. Civil penalties up to the maximum penalty per day may be assessed

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 10 times the maximum penalty amount for each such violation.

In compliance with Labor and Employment Article, §5-810 Ch. 104, Acts of 2024:

1. Beginning with inspections that take place on or after July 1, 2024, the maximum penalty is: a. \$16,131 for each violation;

b. \$16,131 for each day an identified violation is not corrected within the period allowed for correction; and c. \$161,323 for each willful or repeated violation.

2. The new minimum civil penalty for a willful violation is \$11,162 for each violation. 3. Beginning on January 1, 2025, the Commissioner of Labor will annually increase the maximum and minimum willful civil penalties by the calendar year percentage increase in the Consumer Price Index for All Urban Consumers (CPI-U) or a successor index, effective

on July 15th of each year. The Commissioner of Labor will maintain the current penalty amounts on the MOSH website. In addition to mandatory civil penalties, the Act also provides for imposition of criminal penalties. Any willful violation of the Act resulting in death of an employee is punishable, upon conviction, by a fine of not more than \$10,000 or by imprisonment for not more than six months, or by both. Conviction for a subsequent offense is punishable by a fine of not more than \$20,000 or by imprisonment for not more than one year, or by both.

Voluntary

Citation:

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 20131 Phone: 410-527-2091

omplaints about State Program administration may be made to Regional Administrator, Occupational Safety and Health Administration, The Curtis Center, Suite 740 West, 170 S. Independence Mall West, Philadelphia, PA 19106-3309

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