

three agencies. The Team also responds to telephone and written inquiries and complaints received by the Division of Financial Regulation through a centralized complaint unit.

The Team's Anti-Fraud Unit monitors all forms of media advertising throughout the State for deceptive and illegal credit-related activities. The Unit investigates persons and companies involved in fraud to determine when they cease activity within Maryland or obtain the necessary licenses and surety bonds to operate legally within the State. The Unit also maintains a telephone hotline for consumers and the business community to call regarding questionable business practices that require immediate review and action.

The Director is appointed by the Secretary of Licensing and Regulation with the Governor's consent.

---

## ASSISTANT SECRETARY

---

Nancy B. Burkheimer, *Assistant Secretary*  
333-4181

Under the Assistant Secretary are the Division of Labor and Industry, the Division of Occupational and Professional Licensing, and the Division of Racing, as well as personnel and administrative services for the Department.

---

## DIVISION OF LABOR & INDUSTRY

---

Henry Koellein, Jr., *Commissioner of Labor & Industry*  
Ileana O'Brien, *Deputy Commissioner*

501 St. Paul Place  
Baltimore, MD 21202  
333-4179  
toll free: 1-800-492-6226

Established in 1884 as the Bureau of Statistics and Information, the Division of Labor and Industry is one of the oldest governmental agencies in this field in the United States, antedating the U.S. Department of Labor by one year (Chapter 211, Acts of 1884). After 1892, the Department was known as the Industrial Bureau. A reorganization in 1916 renamed it the State Board of Labor and Statistics with enforcement powers for all factory acts. Further reformed in 1939 (Chapter 747, Acts of 1939), the Board in 1945 became the Department of Labor and Industry (Chapter 938, Acts of 1945). It adopted its present name in 1970 (Chapter 402, Acts of 1970).

The Commissioner of Labor and Industry is appointed by the Secretary of Licensing and Regulation with the approval of the Governor and holds office at the pleasure of the Secretary. Under direction of the Commissioner, the Division enforces laws and regulations affecting workers and

employers. It promotes harmony between industry and labor through mediation and arbitration of labor disputes and by holding consent collective bargaining elections.

The Division is organized into six sections: Employment Standards Service, Mediation and Conciliation Service, Occupational Safety and Health, Prevailing Wage, Railroad Safety and Health, and Safety Inspection. Authorization for the Division continues until July 1, 1994 (Code 1957, Art. 89).

## EMPLOYMENT STANDARDS SERVICE

Georgia Duffee, *Acting Chief*

501 St. Paul Place  
Baltimore, MD 21202  
333-4177

The Employment Standards Service was created in 1965 as the Labor Standards Division to administer the Minimum Wage Law. The Service's jurisdiction now covers protective labor laws assigned to the Division of Labor and Industry and the licensing and certification required by these statutes.

The Wage-Hour Law requires that employees be paid the applicable federal minimum wage and time-and-a-half for hours worked in excess of 40 in any workweek (Art. 100, secs. 81-93A). The Wage Payment and Collection Law empowers the Service to collect wages which are due an employee and have not been paid (Art. 100, sec. 94). The Child Labor Law specifies the conditions under which minors of 14 through 17 years of age may be employed and requires employers to acquire a work permit for each minor hired (Art. 100, secs. 4-14).

The Lie Detector Test Law prohibits employers from requiring an applicant for employment to submit to a lie detector test before hiring or as a condition of continued employment (Art. 100, sec. 95). Under Art. 100, sec. 95A, employers are prohibited from requiring applicants for employment to answer certain questions pertaining to a psychiatric or psychological condition. The Equal Pay for Equal Work Law administered by the Service requires that persons performing the same or similar work be paid equally (Art. 100, secs. 55A-55H).

The Service also licenses and regulates employment agencies in the State which charge a fee to applicants (Art. 56, secs. 161-170). Other laws within the purview of the Service are Hours of Labor (Art. 89, secs. 25, 26); Industrial Registration (Art. 27, sec. 324); Workshop License (Art. 27, sec. 327); and Homemaker's License (Art. 27, sec. 326).

The Service investigates and resolves claims by employees of violation of these laws in response to specific complaints and as routine audits of businesses statewide.