

CHAPTER 686

(House Bill 784)

AN ACT to add new Section 94 to Article 100 of the Annotated Code of Maryland (1965 Supplement), title "Work, Labor and Employment," to follow immediately after Section 93 thereof and to be under the new subtitle "Maryland Wage Payment and Collection Law," relating generally to wage payment and collection, imposing requirements as to the regularity, frequency and medium of wage payments and permissible deductions therefrom; providing for penalties, and conferring enforcement duties and powers on the Commissioner of the Department of Labor and Industry.

SECTION 1. *Be it enacted by the General Assembly of Maryland,* That new Section 94 be and it is hereby added to Article 100 of the Annotated Code of Maryland (1965 Supplement), title "Work, Labor and Employment," to follow immediately after Section 93 thereof, and to be under the new subtitle "Maryland Wage Payment and Collection Law," and to read as follows:

Maryland Wage Payment and Collection Law.

94.

(a) *All employers engaged in the operation of any business establishment shall establish regular pay periods and shall pay salaried employees, EXCEPT EXECUTIVE, ADMINISTRATIVE, AND PROFESSIONAL EMPLOYEES, and employees paid on an hourly rate at least once every two weeks or twice in each month. Upon termination of employment an employee shall be paid all wages or salaries due him for work performed prior thereto; such payment shall be made to said employee, or to his authorized agent, on or before the date on which he would have been paid for such work had his employment not been terminated.*

(b) *Payment of wages or salaries shall be in lawful money of the United States or check payable at face value upon demand in lawful money of the United States.*

(c) *No employer shall withhold any part of the wages or salaries of any employee except for payroll, wage or withholding taxes or in accordance with law, without the written and signed authorization of the employee. An employer, upon request of his employee, shall furnish the latter a written statement of the gross wages earned by the employee during any pay period and the amount and purpose of any deductions therefrom.*

(d) *An employer who violates this Section shall be fined not less than fifty dollars nor more than three hundred dollars.*

(e) *The Commissioner of Labor and Industry may require a written complaint of the violation of this Section and, with the written and signed consent of an employee, may institute proceedings on behalf of an employee to enforce compliance with this Section, and to collect any moneys unlawfully withheld from such employee which shall be paid to the employee entitled thereto.*