

(b) In a contract between an employment agency and a client, the term "acceptance of position by applicant" means:

- (1) commencement of work by a client; or
- (2) an agreement between a client and employer for the client to begin work on a fixed date at an agreed remuneration.

(c) In each contract between an employment agency and a client, the employment agency shall state[, in the way the Commissioner requires,] the fee that the employment agency charges the client for placement by the employment agency.

[9-315.] 9-306.

(a) If, within 90 days after a client starts a job, the client is discharged through no fault of the client or leaves the job voluntarily with just cause, an employment agency may charge the client a temporary placement fee of up to the lesser of:

- (1) 20% of the total compensation the client received; or
- (2) 75% of the permanent placement fee for the same job.

(b) If, within 90 days after a client starts a job, the client is discharged for cause or leaves the job voluntarily without just cause, an employment agency may charge the client a temporary placement fee of up to 75% of the permanent placement fee.

[9-316.] 9-307.

If, for a pay period, the pay of an employee placed by an employment agency is not more than the minimum wage under § 3-413 of the Labor and Employment Article, the employment agency may not collect or attempt to collect more than 20% of its placement fee from the employee's pay for the pay period.

[9-317.]

At least 30 days before a change is to be effective, an employment agency shall submit to the Commissioner:

- (1) an amended or supplemental schedule of charges; or
- (2) a change in any form used by the employment agency.]

[9-318.] 9-308.

Within 24 hours after a client demands reimbursement for ordinary and necessary travel expenses incurred as a result of a referral, an employment agency shall reimburse the client if the client did not obtain employment and:

- (1) the employment agency sent the client to an employer for a job for which the employment agency had no order and failed to tell the client that there was no order;