

(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;

(2) the client was qualified and the employment agency sent the client to an employer that previously asked for regular interviews with qualified clients, but the employment agency failed to confirm the order with the employer; or

(3) the client was unqualified and the employment agency sent the client to an employer that previously asked for regular interviews with qualified clients.

[9-319.] 9-309.