

Department of Labor, Licensing and Regulation, 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

Previous:
\$8.75
Effective 7/1/16

Current:
\$9.25
Effective 7/1/17

Future:
\$10.10
Effective 7/1/18

Effective July 1, 2017
Montgomery Co.

and Effective Oct. 1, 2017
Prince George's Co.

NEW minimum wage rates take effect. Employers in these counties are required to post the applicable rate information.

Exemptions
Minimum 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 16 working less than 20 hours per week
- Outside salesperson
- Commissioned employees
- Employees enrolled as a trainee as part of a public school special education program
- Non-administrative employees of organized camps
- Certain establishments selling food and drink for consumption on the premises grossing less than \$400,000 annually
- Drive-in theaters
- Establishments engaged in the first canning, packing or freezing of fruits, vegetables, poultry, or seafood

Overtime Only Exemptions (must earn the State Minimum Wage Rate):

- Taxicab drivers
- Certain employees selling/servicing automobiles, farm equipment, trailers, or trucks
- Non-profit concert promoter, theater, music festival, music pavilion, or theatrical show
- Employees subject to certain railroad regulations of the U.S. Dept. of Transportation, the Federal Motor Carrier Act, and the Interstate Commerce Commission

FOR MORE INFORMATION OR TO FILE A COMPLAINT CONTACT:

DEPARTMENT OF LABOR, LICENSING AND REGULATION
 DIVISION OF LABOR AND INDUSTRY — EMPLOYMENT STANDARDS SERVICE
 1100 NORTH EUTAW STREET, ROOM 607
 BALTIMORE, MD 21201
 TEL: (410) 767-2357 • FAX: (410) 333-7303
 EMAIL: dlid@maryland.gov

Minimum Wage
 Most employees must be paid the Maryland State Minimum Wage Rate.
Tipped Employees (earning more than \$20 per month net 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.
Amusement and Recreational Establishments (who meet certain requirements): must pay employees at least 85% of the State Minimum Wage Rate or \$7.25, whichever is higher.
Employees under 20 years of age: must earn at least 85% of the State Minimum Wage Rate for the first 6 months of employment.
Overtime
 Most employees must be paid 1.5 times their usual hourly rate for all work over 40 hrs. per week. Exemptions:
 • Bowling establishments, and institutions providing on-premise care (either than hospital) to the sick, aged, or individuals with disabilities for all work over 48 hrs. per week
 • Agricultural workers for all work over 60 hrs. per week

**EMPLOYERS ARE REQUIRED BY LAW TO POST THIS INFORMATION.
 PAY RECORDS MUST BE KEPT FOR 3 YEARS OR ABOUT THE PLACE OF WORK.
 PENALTIES ARE PRESCRIBED FOR VIOLATIONS OF THE LAW.**

REV. 07/2017

NOTE: This state has its own minimum wage law. Employers are also required to display the Federal Employee Rights Under the Fair Labor Standards Act poster, which indicates the federal minimum wage. Where federal and state rates both apply to an employee, the U.S. Department of Labor dictates that the employer is entitled to the higher minimum wage rate.

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.

Commission on Civil Rights

Employment Discrimination is Unlawful

How Does the Law Protect Me?

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

- Physical or Mental Disability
- Color
- Marital Status
- Sex
- Age
- Ethnicity
- Religion or National Origin
- Ancestry
- Genetic Information

Retaliation is also prohibited under the law when you exercise your rights to seek relief and redress. If an employer decides to file an employment discrimination complaint, an employer may not:

- Interfere with;
- Deny the exercise or;
- Restrain;
- Deny the attempt to exercise the right.

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

What If I Am a Victim of Discrimination?
 If you believe your rights under the law have been violated, you must file a complaint with MCCR within 6 months 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 believe a discriminatory violation occurred. You can reach MCCR by phone, email, fax, letter, or walk-in. **All procedures by MCCR are confidential until your case is certified for public hearing or trial.**

What Am I Protected From?
 You are protected from unlawful discrimination from the following employment-related practices:

- Employers cannot discriminate in recruiting, interviewing, hiring, upgrading/promoting, setting work conditions, and discharging an employee.
- Labor organizations cannot deny membership to qualified persons or discriminate in apprenticeship programs.
- Employment agencies cannot discriminate in job referrals, ask discriminatory pre-employment questions, or circulate information that unlawfully limits employment.
- Newspapers and other media cannot publish job advertisements that discriminate.

Main: (410) 767-8600 | Toll Free: 1 (800) 637-6247 | TTY: (410) 333-1773 | Fax: (410) 333-1841
 mccc@maryland.gov | www.mccc.maryland.gov

Department of Labor, Licensing and Regulation
Health Insurance Coverage

TO BE POSTED
HEALTH INSURANCE COVERAGE
IMPORTANT:
 You and other members of your family may be eligible under Maryland law to continue to be covered by your former employer's health insurance policy if:
 • You quit your job or you were terminated from your employment for a reason other than for cause; and
 • You are covered by your employer under a group hospital-medical policy or a health maintenance organization (HMO) for at least three (3) months prior to being separated from your employment; and
 • You do not have other similar insurance.
 If you wish to continue your health insurance, you **MUST** give your employer written notice no later than forty-two (42) days after your last day of work.

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

TO BE POSTED

DEPARTMENT OF LABOR, LICENSING AND REGULATION
 OFFICE OF EMPLOYMENT INQUIRY
 1100 NORTH EUTAW STREET, ROOM 600 • BALTIMORE, MD 21201
 dlid@laborandindustry.org

Department of Labor, Licensing and Regulation
Earned Sick and Safe Leave Employee Notice

The Maryland Healthy Working Families Act requires that employers with 15 or more employees to provide paid sick and 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.
Accrual
 Earned sick and safe leave begins to accrue on February 11, 2018, or the date on which an employee begins employment 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 earned sick and safe leave in a year or accrue more than 64 hours of earned sick and safe leave at any time.
Leave Usage
 An 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 commencing 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, sexual assault, or stalking.
 A family member includes a spouse, child, parent, grandparent, grandchild, or sibling.

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. An employer may deny leave in certain circumstances.
Reporting
 Employees are required to provide employees with a written statement of the employee's available earned sick and safe leave.
Prohibitions
 An employer is prohibited under the law from taking adverse action against an employee who exercises its right under the Maryland Healthy Working Families Act and an employee is prohibited from making a complaint, bringing an action, or testifying in an action in bad faith.
How to File a Complaint or Obtain Additional Information
 If your rights have been violated under this law you would like additional information, you may contact:
COMMISSIONER OF LABOR AND INDUSTRY
 1100 NORTH EUTAW STREET, ROOM 600 • BALTIMORE, MD 21201
 dlid@laborandindustry.org

(Labor and Employment Article, Section 3-206, Annotated Code of Maryland)
APPLYING FOR A WORK PERMIT
Applications for work permits are accepted online at: www.dlii.state.md.us/childworkperm.
Steps:

- Minor completes required information online
- Prints work permit
- TO BE VALID: The Minor, the Minor's Parent/Guardian, and the Employer must sign the permit

NOTE TO EMPLOYERS
 • A minor under the age of 14 is not permitted to work and may not be employed.
 • 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 minor is permitted to work.
 • Employers must keep the work permit on file for three years.

Permissible Hours of Employment
All Minors:
 May not be employed or permitted to work more than five hours continuously without a non-working period of at least 1½ hours.
Minors 14 – 15:
 • 4 hours on any day when school is in session.
 • 8 hours on any day when school is not in session.
 • 23 hours in any week when school is in session for five days.
 • 40 hours in any week when school is not in session.
 • May only work between the hours of 7:00 a.m. and 8:00 p.m.
 • May work until 9:00 p.m. from Memorial Day until Labor Day.
 • The hours worked by a minor enrolled in a bona fide work-study or student-leader program when school is normally in session may not be counted towards the permissible hours of employment above.

Minors 16 – 17:
 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 24-hour period.
Exemptions:
 Exemptions to hours and occupations may be granted by the Commissioner of Labor and Industry. Applications for exemptions should be addressed to the Commissioner giving explicit details.

Non-Employment Activities
 Activities not considered employment if performed outside of the prescribed school day and the activity does not involve mining, manufacturing or hazardous occupations. The activities include:
 • Farm work performed on a farm.
 • Domestic work performed in or about a home.
 • Work performed in a business owned or operated by a parent or one standing in the place of a parent.

Department of Labor, Licensing and Regulation, Division of Labor and Industry
Minor Fact Sheet

- Work performed by non-paid volunteers, in a charitable or non-profit organization, employed with the written consent of a parent or one standing in the place of a parent.
- Caddying on a golf course.
- Employment as an instructor on an instructional sailboat.
- Manufacturing of evergreen wreaths in or about a home.
- Delivery of newspapers to the consumer.
- Work performed as a counselor, assistant counselor, or instructor in a youth camp certified under the Maryland Youth Camp Act.
- Hazardous work performed by non-paid volunteers of a volunteer fire department or company or volunteer rescue squad who have completed or are taking a course of study relating to firefighting or rescue and who are 16 years of age or older.

Special Permits
 Special permits may be issued to minors of any age to be employed as a model, performer, or entertainer. The application and permits are available only from the Baltimore office of the Division of Labor and Industry (address below) or online at: www.dlii.state.md.us/labor/wages/emprn.shtml.

Federal Restrictions
 Restrictions under the child labor provisions of the Federal Fair Labor Standards Act may be greater than State Standards. In all cases, the higher or more restrictive standard prevails. Information on Federal Standards is available from the Baltimore office (410) 964-6311 and the Haysville office (301) 438-6787 of the U.S. Department of Labor, Wage and Hour Division.

OCUPATIONS 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.

- Occupations in or about plant or establishments containing explosive components.
- Operation of motor vehicle driver and outside helper.
- Coal-Mine occupations.
- Logging occupations and occupations in the operation of any sawmill, lath 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 apparatus.
- Occupations involved in the operation of power-driven forming, punching, and shearing machines.
- Occupations in connection with mining, other than manufacturing or storing explosives or articles coal.
- Occupations involving slaughtering, meat-packing or processing, or rendering.
- Occupations involved in the operation of certain powder-driven bakery machines.
- Occupations involved in the operation of certain powdered paper products machines.
- Occupations involved in the manufacture of brick, tile, and kindred products.
- Occupations involved in the operation of circular saws, band saws, and guillotine shears.
- Occupations involved in wrecking, demolition, and shipbreaking operations.
- Occupations involved in roofing operations.

In 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 for all minors:

- Blast furnaces.
- Docks or wharves, other than marinas where pleasure boats are sold or served.
- Pilots, firemen, or engineers on any vessel or boat engaged in commerce.
- Railroads.
- Erection and repair of electrical wires.
- Any distillery where alcoholic beverage are manufactured, bottled, wrapped or packed.
- The manufacturing of dangerous or toxic chemicals or compounds.
- Cleaning, oiling or wiping of machinery.
- 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 minor.

A minor may not be employed to transfer monetary funds in any amount between 8 a.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 of the owner or operator or the funds have been received in payment of goods or services delivered by the minor.

AREAS OF EMPLOYMENT RESTRICTED FOR MINORS 14 AND 15 YEARS OF AGE

1. Manufacturing, mechanical or processing occupations including occupations in workrooms, workplaces or storage areas where goods are manufactured or processed.
2. Operation, cleaning or adjusting of any power-driven machinery other than office machines.
3. Occupations in, about or in connection with (except office or sales work not performed on site):

- scaffolding
- eye
- air
- airports
- construction
- railroads
- dyes
- occupations causing dust or gases in injurious quantities
- bridgway
- boats engaged in navigation or commerce
- any occupation deemed injurious by the Commissioner after investigation.

FOR MORE INFORMATION CONTACT:
DEPARTMENT OF LABOR, LICENSING AND REGULATION
DIVISION OF LABOR AND INDUSTRY — EMPLOYMENT STANDARDS SERVICE
 1100 NORTH EUTAW STREET, ROOM 607 • BALTIMORE, MD 21201
 TEL: (410) 767-2357 • FAX NUMBER: (410) 333-7303
 EMAIL: dlid@employmentstandards.dlii.maryland.gov

REV. 10/2016

WORKERS' COMPENSATION

LA COMPENSACIÓN DEL TRABAJADOR

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).

¿Accidentes por lesión/daño corporal relacionados con el Empleo o Enfermedad Profesional?
 Si 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).

If you are injured on the job:

1. Notify your employer or supervisor at once. You cannot receive full benefits unless your employer knows you are injured.
2. Tell the doctor who treats you that you were hurt on the job.
3. Complete an Employee's Claim Form C-1 (available by phone or on the Commission's website) and send it to us as soon as possible.

Si usted sufre una lesión en el trabajo, debe:

1. 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.
2. Informarle al médico quien le administre tratamiento que usted se lesionó en su trabajo.
3. Llenar el formulario Employee's Claim Form C-1 (disponible consultando la página del Internet para el Workers' Compensation o solicitando una por teléfono). Diligentemente llene con los oficios del Workers' Compensation la reciban la antes posible.

Note: Withholding information or giving false information about any work-related activity or return to work could prevent you from receiving benefits and may subject you to fines, imprisonment, or both.

Employer/Empleador
Business Address/Dirección
City/State/Zip
 Ciudad/Estado/Código Postal
Federal Employer ID (FEIN)
 Identificación Federal del Empleador
Telephone Number/Número Telefónico
Insurance Company Name
 La Compañía de Seguro
Insurance Company Telephone
 Telefónico de la Compañía de Seguro
 MD WCC Form C-24 11/2007

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 11" 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 14.09.01.03.

Department of Labor, Licensing and Regulation, Division of Labor and Industry
Equal Pay for Equal Work
 (Labor and Employment Article Title 3, Subtitle 3)

3-301. Definitions.
 (a) In general. — In this subtitle the following words have the meanings indicated.
 (b) Employer. —

(1) "Employer" means:
 (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
 (iv) a municipal government in the State.
 (2) "Employee" includes a person who acts directly or indirectly in the interest of another employer with an employee.
 (c) "Gender Identity" has the meaning stated in § 20-101 of the State Government Article. ("Gender identity" means the gender-related identity, appearance, expression, or behavior of a person, regardless of the person's assigned sex at birth, which may be demonstrated by consistent and uniform assertion of the person's gender identity, or any other evidence that the gender identity is sincerely held as part of the person's core identity.)
 (d) Wage. —

(1) "Wage" means all compensation for employment.
 (2) "Wage" includes board, lodging, or other advantage provided to an employee for the convenience of the employer.
 (3) "Copies" and posting of subtitle.
 (a) Copies. — On request of an employer, the Commissioner shall provide without charge a copy of this subtitle to the employer.
 (b) Posting. — Each employer shall keep posted conspicuously in each place of employment a copy of this subtitle.

3-302. Scope of subtitle.
 This subtitle applies to an employer of both men and women in a lawful enterprise.

3-303. Miscellaneous powers of Commissioner.
 In addition to any powers set forth elsewhere, the Commissioner may:

- (1) use informal methods of conference, conciliation, and persuasion to eliminate pay practices that are unlawful under this subtitle; and
- (2) supervise the payment of a wage owing to an employee under this subtitle.

3-304. Equal pay for equal work.
 (a) In this section, "providing less favorable employment opportunities" means:
 (1) assigning or directing the employee into a less favorable career track, if career tracks are offered; or position;
 (2) failing to provide information about promotions or advancement in the full range of career tracks offered by the employer; or
 (3) limiting or depriving an employee of employment opportunities that would otherwise be available to the employee but for the employee's sex or gender identity.
 (b) (1) In general. — An employer may not discriminate between employees in any occupation by:
 (i) 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 gender identity if both employees work in the same establishment and perform work of comparable character or work on the same operation, in the same business, or of the same type; or
 (ii) providing less favorable employment opportunities based on sex or gender identity.
 (2) For purposes of paragraph (1)(i) of this subsection, an employee shall be deemed to be working at the same establishment as another employee if the employees work for the same employer at workplaces located in the same county of the state.
 (c) **Effect of retirement.** — Except as provided in subsection (d) of this section, subsection (b) of this section does not prohibit a variation in a wage that is based on:
 (1) a seniority system that does not discriminate on the basis of sex or gender identity;
 (2) a merit increase system that does not discriminate on the basis of sex or gender identity;
 (3) jobs that require different abilities or skills;
 (4) jobs that require the regular performance of different duties or services;
 (5) work that is performed on different shifts or at different times of day;
 (6) a system that performs performance based on a quality or quantity or production; or
 (7) bona fide factor other than sex or gender identity, including education, training, or experience in which the factor is not based on or derived from a gender-based differential in compensation;
 (d) (i) job related to or related to the position and consistent with a business necessity; and
 (ii) accounts for the entire differential.
 (d) This section does not preclude an employer from demonstrating that an employee's reliance on an exception listed in subsection (c) of this section is a pretext for discrimination on the basis of sex or gender identity.
 (e) Retraction in wages. — An employer who is paying a wage in violation of this subtitle may not reduce another wage to comply with this subtitle.

3-304.1.
 (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
 (ii) reporting that the employer provides a reason for why the employee's wage is a condition of employment;
 (2) require an employee to sign a waiver or any other document that purports to deny the employee the right to discuss or disclose the employer's wages; or
 (3) take any adverse employment action against an employer for:
 (i) inquiring about another employee's wages;
 (ii) discussing the employer's own wages;
 (iii) disclosing another employee's wages if those wages have been disclosed voluntarily;
 (iv) asking the employer to provide a reason for the employee's wages; or
 (v) aiding or encouraging another employee's exercise of rights under this provision.
 (b) (1) subject to paragraph (2) of this subsection, an employer may, in a written policy provided to each employee, establish reasonable workplace limitations on the time, place, and manner for inquiries about or the discussion or disclosure of employee wages.
 (2) limitation established under paragraph (1) of this subsection shall be consistent with standards adopted by the commissioner and all other state and Federal laws.
 (3) subject to subsection (f) of this section, limitations established under paragraph (1) of this subsection may include prohibiting an employer from discussing or disclosing the wages of another employee without that employee's prior permission.
 (c) except as provided in subsection (d) of this section, the failure of an employer to adhere to a reasonable limitation included in a written policy under subsection (b) of this section shall be an affirmative defense to a claim made against an employer by the employee under this section if the adverse employment action taken by the employer was for a failure to adhere to the reasonable limitation and not for an inquiry, a discussion, or a disclosure of wages in accordance with this subtitle.
 (d) (1) a prohibition established in accordance with subsection (b)(3) of this section against the discussion or disclosure of the wages of another employee without that employee's prior permission may not apply to instances in which an employer who has access to the wage information of other employees, as a part of the employee's essential job functions, if the discussion or disclosure is in response to a complaint or charge or in furtherance of an investigation, a proceeding, a hearing, or an action under this subtitle, including an investigation conducted by the employer.
 (2) an employer who has access to wage information as part of the essential functions of the employer's job discloses the employer's own wages or wage information about another employee obtained outside the performance of the essential functions of the employer's job, the employee shall be entitled to all the protections afforded under this subtitle.

(e) Nothing in this section shall be construed to:
 (1) require an employer to disclose the employee's wages;
 (2) diminish an employer's right to negotiate the terms and conditions of employment under federal, state, or local law;
 (3) limit the rights of an employer provided under any other provision of law or collective bargaining agreement;
 (4) create an obligation on any employer to disclose wages;
 (5) permit an employer, without the written consent of an employee, to disclose proprietary information, trade secret information, or information that is otherwise subject to a legal privilege or protected by law; or
 (6) permit an employer to disclose wage information to a competitor of the employer.

3-305. Records and reports.
 (a) (1) Each employer shall keep each record that the Commissioner requires on:
 (i) wages of employees;
 (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.
 (c) Copies. — On request of an employer, the Commissioner shall provide without charge a copy of this subtitle to the employer.

3-306.1. Enforcement.
 (a) Whenever the Commissioner determines that this subtitle has been violated, the Commissioner shall:
 (1) file an order requiring the violation be remedied 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.

3-307. Action against employer by or for employee.
 (a) Action by employee.
 (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 employees 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 amount as liquidated damages.
 (3) An employee may bring an action on behalf of the employee and other employees similarly affected.
 (b) **Dismissal.** — 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 judgment interest in accordance with the Maryland Rules.
 (c) **Prohibited acts penalties.**
 (a) Prohibited acts of employer. — An employer may not:
 (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 enforcement of this subtitle;
 (3) refuse entry to the Commissioner or an authorized representative of the Commissioner into a place of employment that the Commissioner is authorized under this subtitle to inspect;
 (4) discharge or otherwise discriminate against an employee because the employee:
 (i) makes a complaint to the employer, the Commissioner, or another person;
 (ii) inquires about this subtitle or a proceeding that relates to the subject of this subtitle or causes the case 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.
 (b) Prohibited acts of employee. — An employer may not:
 (1) make a groundless or malicious complaint to the Commissioner or an authorized representative of the Commissioner;
 (2) in bad faith, bring an action under this subtitle;
 (3) in bad faith, bring a proceeding that relates to the subject of this subtitle; or
 (4) in bad faith, testify in an action under this subtitle or a proceeding that relates to the subject of this subtitle.
 (c) Action by Commissioner. — The Commissioner may bring an action injunctive relief and damages against a person who violates subsection (a) (1) or (4) or subsection (b) (1), (3), or (4) of this section.
 (d) Penalties. — An employer who violates any provision of subsection (a)(2) or (3) or (c) of this section is guilty of a misdemeanor and on conviction is subject to a fine not exceeding \$300.
 For additional information or to file a complaint, please contact:

FOR MORE INFORMATION CONTACT:
DEPARTMENT OF LABOR, LICENSING AND REGULATION
DIVISION OF LABOR AND INDUSTRY
EMPLOYMENT STANDARDS SERVICE
 1100 N. EUTAW ST., RM. 607
 BALTIMORE, MD 21201
PHONE: 410-767-2357

Commission on Civil Rights
Pregnant & Working

Know Your Rights!
 If you are pregnant, you have a legal right to a reasonable accommodation if your pregnancy causes or contributes to a disability and the accommodation does not impose an undue hardship on your employer. State Government Article, §20-609(b).

What Does That Mean?
 If you have a disability that is contributed to or caused by pregnancy, you may request a reasonable accommodation at work. Your employer must take "all possible means of providing the reasonable accommodation." State Government Article, §20-609(b).

Can I Still Get In Trouble?
Retaliation is prohibited under State Government Article, §20-609(b) when exercising your rights. If an employee seeks to exercise her right to request a reasonable accommodation for a temporary disability due to pregnancy, an employer may not:
 • Interfere with;
 • Retaliate;
 • Deny the exercise; or
 • Deny the attempt to exercise the right.

What If I Am a Victim Of Discrimination?
 If you believe your rights under the law have been violated, you must file a complaint with MCCR within 6 months 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 believe a discriminatory violation occurred. You can reach MCCR by phone, email, fax, letter, or walk-in. **All procedures by MCCR are confidential until your case is certified for public hearing or trial.**

State of Maryland
Commission on Civil Rights
 6 SAINT PAUL STREET, SUITE 900
 BALTIMORE, MD 21202-1631
 Main: (410) 767-8600 | Toll Free: 1 (800) 637-6247 | TTY: (410) 333-1773 | Fax: (410) 333-1841
 mccc@maryland.gov | www.mccc.maryland.gov

Department of Labor, Licensing and Regulation
Unemployment Insurance

TO EMPLOYEES
YOUR EMPLOYER IS SUBJECT TO the Maryland Unemployment Insurance Law and pays taxes under this law. No deduction is 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 benefits 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:
 1. You are unemployed through no fault of your own.
 2. You are able to work, available