

# Maryland Minimum Wage and Overtime Law

(Labor and Employment Article, Title 3, Subtitle 4, Annotated Code of Maryland)

## Minimum Wage Rates

**\$7.25**

Until 12/31/14

**\$8.00**

Effective 1/1/15

**\$8.25**

Effective 7/1/15

**\$8.75**

Effective 7/1/16

**\$9.25**

Effective 7/1/17

**\$10.10**

Effective 7/1/18

**Employers may also be subject to the Fair Labor Standards Act.**

**Effective**

**Oct. 1, 2014**

**Prince George's Co. and Montgomery Co.** minimum wage rates take effect. Employers in these counties are required to post the applicable rate information.

### Minimum Wage

Most employees must be paid the Maryland State Minimum Wage Rate.

**Tipped Employees** (earning more than \$30 per month in 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. Exceptions:

- Employees of bowling establishments, and institutions providing on-premise care (other than hospitals) to the sick, the aged, or individuals with disabilities for all work over **48 hrs.** per week
- Agricultural workers for all work over **60 hrs.** per week

### 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 salesman
- 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

#### **Overtime Exemptions**

- Drive-in theaters
- Establishments engaged in the first canning, packing or freezing of fruits, vegetables, poultry, or seafood

#### **Overtime 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
- Employers subject to certain railroad requirements 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:**

Employment Standards Service  
 Maryland Department of Labor, Licensing and Regulation  
 1100 N. Eutaw St. Rm. 607 Baltimore, MD 21201  
 Web: <http://www.dllr.maryland.gov/labor/wages>  
 Phone: 410-767-2357 Email: [ess@dllr.state.md.us](mailto:ess@dllr.state.md.us)

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