

# HOUSE BILL 14

K3

0lr0743

(PRE-FILED)

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By: **Delegate Queen**

Requested: September 23, 2019

Introduced and read first time: January 8, 2020

Assigned to: Economic Matters

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Committee Report: Favorable

House action: Adopted

Read second time: February 26, 2020

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## CHAPTER \_\_\_\_\_

1 AN ACT concerning

2 **Equal Pay for Equal Work – Inquiring About Wages – Prohibition on Adverse**  
3 **Action**

4 FOR the purpose of prohibiting an employer from taking any adverse employment action  
5 against an employee for inquiring about the employee's wages; and generally  
6 relating to equal pay for equal work.

7 BY repealing and reenacting, with amendments,  
8 Article – Labor and Employment  
9 Section 3–304.1(a)  
10 Annotated Code of Maryland  
11 (2016 Replacement Volume and 2019 Supplement)

12 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,  
13 That the Laws of Maryland read as follows:

14 **Article – Labor and Employment**

15 3–304.1.

16 (a) An employer may not:

17 (1) prohibit an employee from:

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EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.

Underlining indicates amendments to bill.

~~Strike out~~ indicates matter stricken from the bill by amendment or deleted from the law by amendment.



1 (i) inquiring about, discussing, or disclosing the wages of the  
2 employee or another employee; or

3 (ii) requesting that the employer provide a reason for why the  
4 employee's wages are a condition of employment;

5 (2) require an employee to sign a waiver or any other document that  
6 purports to deny the employee the right to disclose or discuss the employee's wages; or

7 (3) take any adverse employment action against an employee for:

8 (i) inquiring about **THE EMPLOYEE'S WAGES OR** another  
9 employee's wages;

10 (ii) disclosing the employee's own wages;

11 (iii) discussing another employee's wages if those wages have been  
12 disclosed voluntarily;

13 (iv) asking the employer to provide a reason for the employee's  
14 wages; or

15 (v) aiding or encouraging another employee's exercise of rights  
16 under this section.

17 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect  
18 October 1, 2020.

Approved:

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Governor.

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Speaker of the House of Delegates.

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President of the Senate.