

■ **MARYLAND WAGE AND HOUR LAW (*HOURS AND OVERTIME*)**

TERMS:

Overtime Pay — A farm employer who used more than 500 worker-days of agricultural labor in each calendar quarter of the preceding calendar year must pay each covered worker overtime wages equal to 1½ times the worker's usual hourly wage rate, but only for any time worked in excess of 60 hours during any workweek.

Exceptions — The overtime pay requirement *does not apply* to workers in either of the following categories:

(1) Individuals who (a) are employed as hand-harvest workers, (b) are paid on a piece-rate basis in an operation generally recognized as a piecework operation in the region, (c) commute to the farm daily from their permanent residence, and (d) were employed in agriculture for less than 13 weeks in the preceding calendar year.

(2) Workers 16 years of age or younger who (a) are employed as hand-harvest workers, (b) are paid on a piecework basis in a recognized piecework operation, (c) are employed on the same farm as their parent or guardian, and (d) are paid at the same piece rate paid to workers over age 16 on the same farm.

ENFORCEMENT: *Employment Standards Service Unit, Division of Labor and Industry, Maryland Department of Labor, Licensing and Regulation, Baltimore, Maryland 21201 (410-767-2357).* A worker who is employed by an employer subject to the Wage and Hour Law and who does not receive overtime pay as required may file a wage claim with the Department.

As an alternative to filing a claim with the Department, the law gives workers the right to sue the employer in civil court to enforce payment of overtime and other unpaid wages, using a private attorney or a public legal services program.

SPECIAL NOTE: An employer may not fire, discipline or discriminate in any way against a worker because the worker has filed a complaint, participated in a proceeding, or exercised any other right afforded by these provisions.