

■ MARYLAND WAGE PAYMENT AND COLLECTION LAW

TERMS:

Pay Periods and Paydays — In general, every employer must establish regular pay periods and pay all employees at least once every 2 weeks or semi-monthly. If the regular payday falls on a non-workday, employees must be paid on the preceding workday. Employers must notify employees at the time of hiring as to their respective rates of pay and the regular designated payday.

Method of Payment — Wages must be paid in lawful U.S. currency, by check payable at face value on demand in lawful U.S. currency, by direct deposit to a bank account specified by the worker, or with a debit card. Any fees that apply to use of a debit card must be disclosed to the worker in writing, in at least 12-point font.

Pay Statements — Employers must furnish each worker with a statement of gross earnings and deductions for each pay period.

Wage Deductions — Under most circumstances, no employer may make any deduction from a worker's wages unless the deduction is authorized by law, formally ordered by a court, or expressly authorized in writing by the worker.

Final Pay — Whenever the job ends, a worker must receive all wages due, for all services performed, on or before the date the worker would have been paid for the services had the employment not ended.

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 has not received wages, or has not been paid in accordance with these provisions, may file a claim or complaint with the Department.

As an alternative to enforcement action by the Department, after 2 weeks have passed from the date on which an employer is required to have paid the wages, a worker who has not received pay in accordance with these provisions may take legal action against the employer to collect unpaid wages directly, using a private attorney or a public legal service provider.