

Bill No. 34-18  
Concerning: Human Rights and Civil Liberties – County Minimum Wage – Definitions - Employer  
Revised: 09/14/2018 Draft No. 3  
Introduced: October 2, 2018  
Enacted: November 13, 2018  
Executive: \_\_\_\_\_  
Effective: July 1, 2019  
Sunset Date: None  
Ch. \_\_\_\_\_, Laws of Mont. Co. \_\_\_\_\_

## COUNTY COUNCIL FOR MONTGOMERY COUNTY, MARYLAND

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Lead Sponsor: Council President Riemer  
Co-Sponsors: Councilmembers Hucker and Leventhal

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**AN ACT** to:

- (1) modify the definition of an employer required to pay the County minimum wage;  
and
- (2) generally amend the laws governing the minimum wage

By amending

Montgomery County Code  
Chapter 27, Human Rights and Civil Liberties  
Article XI. County Minimum Wage  
Section 27-67

<b>Boldface</b>	<i>Heading or defined term.</i>
<u>Underlining</u>	<i>Added to existing law by original bill.</i>
[Single boldface brackets]	<i>Deleted from existing law by original bill.</i>
<u>Double underlining</u>	<i>Added by amendment.</i>
[[Double boldface brackets]]	<i>Deleted from existing law or the bill by amendment.</i>
* * *	<i>Existing law unaffected by bill.</i>

*The County Council for Montgomery County, Maryland approves the following Act:*

1           **Sec 1.           Section 27-67 is amended as follows:**

2           **27-67. Findings and definitions.**

3   \*   \*   \*

4           (b)    *Definitions.* As used in this Article:

5           *Director* means the Executive Director of the Office of Human Rights and  
6           includes the Executive Director’s designee.

7           *Employ* means to engage a person to work for compensation.

8           *Employee* means any person permitted or instructed to work or be present by  
9           an employer in the County and who is an employee subject to the minimum  
10          wage requirements of the Federal Act or the State Act.

11          *Employer* means any person, individual, proprietorship, partnership, joint  
12          venture, corporation, limited liability company, trust, association, or other  
13          entity operating and doing business in the County that employs [2] 1 or more  
14          persons in the County in addition to the owners. Employer includes the County  
15          government, but does not include the United States, any State, or any other  
16          local government.

17          *Federal Act* means the federal Fair Labor Standards Act of 1938, as amended.

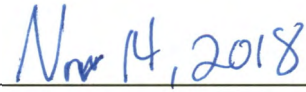
18          *State Act* means the Maryland Wage and Hour Law, as amended.

19          *Wage* means all compensation that is due to an employee for employment.

20          **Sec. 2.           Effective Date.**

21          This Act takes effect on July 1, 2019.

*Approved:*



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Hans D. Riemer, President, County Council

Date

*Approved:*

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Isiah Leggett, County Executive

Date

*This is a correct copy of Council action.*

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Megan Davey Limarzi, Esq., Clerk of the Council

Date