

## Chapter 25

**(House Bill 14)**

AN ACT concerning

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

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

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

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

**Article – Labor and Employment**

3–304.1.

(a) An employer may not:

(1) prohibit an employee from:

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

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

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

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

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

(ii) disclosing the employee's own wages;

(iii) discussing another employee's wages if those wages have been

disclosed voluntarily;

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

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

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

**Enacted under Article II, § 17(c) of the Maryland Constitution, May 8, 2020.**