

MARYLAND WORKERS: KNOW YOUR RIGHTS!

Employees in Maryland have rights.
Here are 4 of the most important.



1) Minimum wage

Maryland's minimum wage is \$10.10 until January 1, 2020, when it goes up to \$11. It will go up to \$15 over the coming years. It is higher in Montgomery County and Prince George's County.



2) Overtime pay

Most employees must be paid at least 1.5 times their regular hourly rate of pay after working 40 hours in a workweek.



3) Travel time pay

Most employees must be paid for time spent on work-related travel during the workday. This includes travel from work site to work site, such as a home care worker traveling between clients' homes.



4) The right not to be misclassified

"Independent contractors" are in business for themselves and don't have important protections. **But most workers are employees, even if their employer calls them independent contractors.** Employees have the right not to be misclassified as independent contractors.

There are some exceptions to these rules. This information is not legal advice, so you should ask an attorney if it applies to you. This information is accurate as of August 2019.

Questions? Call the PJC at (410) 625-9409

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