

## Minimum Wage Rates

**\$15.00**

Effective 1/1/24

**Montgomery Co.**  
Different minimum wage rates are in effect. Employers in this county are required to post the applicable rate information.

(Labor and Employment Article, Title 3, Subtitle 4, Annotated Code of Maryland)

### Minimum Wage

Most employees must be paid the Maryland State Minimum Wage Rate.

**Tipped Employees** (earning more than \$30 per month in tips) must earn the State Minimum Wage Rate per hour. Employers must pay at least **\$3.63** per hour. This amount plus tips must equal at least the State Minimum Wage Rate. Subject to the adoption of related regulations, restaurant employers who utilize a tip credit are required to provide employees with a written or electronic wage statement for each pay period showing the employee's effective hourly rate of pay including employer paid cash wages plus tips for tip credit hours worked for each workweek of the pay period. Additional information and updates will be posted on the Maryland Department of Labor website.

**Employees under 18 years of age** must earn at least 85% of the State Minimum Wage Rate.

### Overtime

Most employees must be paid **1.5 times** their usual hourly rate for all work over **40 hrs.** per week. Exceptions:

- Agricultural workers for all work over **60 hrs.** per week

### Exemptions

#### **Minimum Wage and Overtime Exemptions:**

- Immediate family member of the employer
- Certain agricultural employees
- Executives, administrative, and professional employees
- Volunteers for educational, charitable, religious, and non-profit organizations
- Employees under the age of 16 working less than 20 hours per week
- Outside salespersons
- Commissioned employees
- Employees enrolled as a trainee as part of a public school special education program
- Non-administrative employees of organized camps
- Certain establishments selling food and drink for consumption on the premises grossing less than \$400,000 annually
- Drive-in theaters

- Establishments engaged in the first canning, packing or freezing of fruits, vegetables, poultry, or seafood

#### **Overtime Only Exemptions (must earn the State Minimum Wage Rate):**

- Taxicab drivers
- Certain employees selling/servicing automobiles, farm equipment, trailers, or trucks
- Non-profit concert promoter, theater, music festival, music pavilion, or theatrical show
- Employers subject to certain railroad requirements of the U.S. Dept. of Transportation, the Federal Motor Carrier Act, and the Interstate Commerce Commission
- Seasonal amusement and recreational establishments that meet certain criteria

### FOR MORE INFORMATION OR TO FILE A COMPLAINT CONTACT:

Maryland Department of Labor  
Division of Labor and Industry—Employment Standards Service  
10946 Golden West Drive, Suite 160  
Hunt Valley, MD 21031  
Telephone Number: (410) 767-2357 • Fax Number: (410) 333-7303  
E-mail: [ddl@employmentstandards-dllr@maryland.gov](mailto:ddl@employmentstandards-dllr@maryland.gov)

**EMPLOYERS ARE REQUIRED BY LAW TO POST THIS INFORMATION CONSPICUOUSLY.  
THIS IS A SUMMARY OF THE LAW. TO ENSURE COMPLIANCE, CONSULT A LEGAL ADVISOR.**



# Employment of Minors (Work Permit) - Employment Standards Service (ESS)

## Minor Work Permit: Information you need to know

- Work permits are required for all minors under the age of 18 to work in the State of Maryland.
  - [Apply for a Work Permit online.](#)
  - [La aplicación en línea para solicitar un permiso de trabajo](#) tiene un botón en la parte inferior de la página para cambiar el idioma a español
- Work permits are not issued to minors under the age of 14. (Unless the child is a model, performer or entertainer with a [special permit \(Word\)](#); en español ([Solicitud para permiso especial de trabajo \(Word\)](#)). Special permits are issued only by the Commissioner's Office.)
- Work permits are issued by the Division of Labor and Industry.
- Work permits are not issued until the minor has been offered a job.
- If the minor changes jobs, a new work permit must be obtained.
- Employers are strongly encouraged to keep work permits on file for three years.
- Employers are generally subject to both state child labor laws and the federal child labor provisions of the Fair Labor Standards Act (FLSA), 29 U.S.C. 212(c), and the FLSA regulations at 29 CFR Part 570. Certain provisions of Maryland state law may be less restrictive than federal law, and employers covered by the FLSA that only follow a less restrictive provision of Maryland state law will be in violation of federal law. See 29 U.S.C. 218(a). For more information on federal child labor law, please visit the [U.S. Department of Labor's Wage and Hour Division Website](#).

## Minors 14 and 15 years of age may not be employed or permitted to:

- \*Non-school hours;
  - \*work more than 3 hours on any day or more than 18 hours in any week when school is in session;
  - work more than 8 hours a day on any day or more than 40 hours in any week when school is not in session
  - \*work before 7:00 a.m. or after 7:00 p.m. (minors may work until 9:00 p.m. from June 1 to Labor Day);
  - work more than 5 consecutive hours without a non-working period of at least 30 minutes.
- \*This is based upon a more restrictive Federal law.

## Minors 16 and 17 years of age:

- May not spend more than 12 hours in a combination of school hours and work hours each day.
- Must be allowed at least 8 consecutive hours of non-work, non-school time in each 24 hour period.
- May not be permitted to work more than 5 consecutive hours without a non-working period of at least 30 minutes.

## Student-Learner

- *Course of Study*  
Student-learner must be enrolled in a course of study and training in a cooperative vocational training program under a recognized state or Local Education Authority or in a course of study in a substantially similar program conducted by a

private school.

- *Written Agreement*

Student-learners may be employed under a written agreement between the school and employer, which states that:

- the work of the student-learner in the occupations declared particularly hazardous shall be incidental to the training;
- such work shall be intermittent and for short periods of time, and under the direct and close supervision of a qualified and experienced person;
- safety instruction shall be given by the school and correlated by the employer with on-the-job training;
- a schedule of organized and progressive work processes to be performed on the job shall have been prepared;
- such written agreement shall contain the name of the student-learner, and shall be signed by both the employer and the school coordinator or principal; and
- copies of each agreement shall be kept on file by both the school and the employer.

This exemption for the employment of student-learners may be revoked in any individual situation where it is found that reasonable precautions have not been observed for the safety of minors employed thereunder.

**Occupations:**

Certain occupations are declared to be hazardous by the U.S. Secretary of Labor and have been adopted by the Commissioner of Labor and Industry. The Commissioner has forbidden employment by minors under 18 in other occupations. Additional areas of employment are restricted to minors under the age of 16. Information on all of these areas of restricted employment is available from Issuing Officers in Maryland's secondary schools or from the Division of Labor and Industry. Find out more on the [Employment of Minors Fact Sheet \(Word\)](#) or [Hoja informativa secundaria \(Word\)](#).

**How to Obtain a Work Permit:**

- The minor applies for a permit online and prints permit.
- The minor signs the permit.
- The minor's parent or guardian signs the permit.
- The employer signs the permit.

[Apply for a Work Permit](#)

**Notice:** Users have been experiencing difficulty when using the Internet browser Chrome to complete this online application. The Maryland Department of Labor recommends use of a [different browser](#) to complete this application.



Maryland Minor Work Permit

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**“UNDER MARYLAND LAW, AN EMPLOYER MAY NOT REQUIRE OR DEMAND, AS A CONDITION OF EMPLOYMENT, PROSPECTIVE EMPLOYMENT, OR CONTINUED EMPLOYMENT, THAT AN INDIVIDUAL SUBMIT TO OR TAKE A LIE DETECTOR OR SIMILAR TEST. AN EMPLOYER WHO VIOLATES THIS LAW IS GUILTY OF A MISDEMEANOR AND SUBJECT TO A FINE NOT EXCEEDING \$100.”**

Signature

Date

THIS STATEMENT MUST BE ATTACHED TO ALL EMPLOYMENT APPLICATIONS IN THE STATE OF MARYLAND)