### Minimum Wage

Most employees must be paid the Prince George’s Co. Minimum Wage Rate. Employees age 18 and under working under 20 hours per week are exempt from this rate.

**Tipped Employees** (earning more than $30 per month in tips): must earn the Prince George’s Co. Minimum Wage Rate per hour. Employers must pay at least $3.63 per hour. This amount plus tips must equal at least the Prince George’s Co. Minimum Wage Rate.

**Amusement and Recreational Establishments (who meet certain requirements):** must pay employees at least 85% of the State Minimum Wage Rate.

**Sub-Minimum Wage:** Employees under 20 years of age must earn at least 85% of the state minimum wage rate for the first 6 months of employment.

### Overtime

Most employees must be paid **1.5 times** their usual hourly rate for all work over 40 hrs. per week. Exceptions:
- Employees of bowling establishments, and institutions providing on-premise care (other than hospitals) to the sick, the aged, or individuals with disabilities for all work over **48 hrs. per week**
- Agricultural workers for all work over **60 hrs. per week**

### 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 16 working less than 20 hours per week
- Outside salesman
- 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

### For More Information or to File a Complaint Contact:

Department of Labor, Licensing and Regulation
Division of Labor and Industry
Employment Standards Service
1100 North Eutaw Street, Room 607
Baltimore, MD 21201
Telephone Number: (410) 767-2357 • Fax Number: (410) 333-7303
E-mail: dllieremploymentstandards-dllr@maryland.gov

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**EMPLOYERS ARE REQUIRED BY LAW TO POST THIS INFORMATION.**

**PAY RECORDS MUST BE KEPT FOR 3 YEARS ON OR ABOUT THE PLACE OF WORK.**

**PENALTIES ARE PRESCRIBED FOR VIOLATIONS OF THE LAW.**