

Amendment 1 to Council Bill No. 82-2021

**BY: Opel Jones
Christiana Rigby**

**Legislative Day 19
Date: December 6, 2021**

Amendment No. 1

(This amendment clarifies that the Howard County Public School System is considered an "Employer".)

- 1 On page 1, in line 21, before the comma, insert "AND THE HOWARD COUNTY PUBLIC SCHOOL
- 2 SYSTEM".

I certify this is a true copy of
Am 1 to CB 82-2021
passed on 12-6-2021
Michelle Hazzard
Council Administrator

Amendment 2 to Council Bill No. 82 - 2021

BY: David Yungmann

Legislative Day 19

Date: December 6, 2021

Amendment No. 2

(This amendment changes the new wage dates to try to align closer to the State's new wage dates and removes the separate schedule for Howard County employees.)

On page 2, strike lines 16—29 “21 - 25” and substitute the following:

“EMPLOYERS:

- ~~EFFECTIVE JANUARY 1, 2022, \$12.50 PER HOUR;~~
- ~~EFFECTIVE JANUARY 1, 2023, \$13.75 PER HOUR;~~
- ~~EFFECTIVE JANUARY 1, 2024, \$15 PER HOUR;~~
- ~~EFFECTIVE JANUARY 1, 2025, \$16 PER HOUR;~~

SMALL EMPLOYERS:

- ~~EFFECTIVE JANUARY 1, 2022, \$12.20 PER HOUR;~~
- ~~EFFECTIVE JANUARY 1, 2023, \$13 PER HOUR;~~
- ~~EFFECTIVE JANUARY 1, 2024, \$13.80 PER HOUR;~~
- ~~EFFECTIVE JANUARY 1, 2025, \$14.60 PER HOUR;~~
- ~~EFFECTIVE JANUARY 1, 2026, \$15.40 PER HOUR;~~
- ~~EFFECTIVE JULY 1, 2026, \$16 PER HOUR;”;~~
- “EFFECTIVE APRIL 1, 2022, \$12.50 PER HOUR;

I certify this is a true copy of

Am 2 to CB 82 - 2021

passed on 12-6-2021

Michelle Howard
Council Administrator

- 1 • EFFECTIVE JANUARY 1, 2023, \$13.25 PER HOUR;
- 2 • EFFECTIVE JANUARY 1, 2024, \$14 PER HOUR;
- 3 • EFFECTIVE JANUARY 1, 2025, \$14.75 PER HOUR;
- 4 • EFFECTIVE JANUARY 1, 2026, \$15.50 PER HOUR;
- 5 • EFFECTIVE JULY 1, 2026, \$16 PER HOUR; ”.

Amendment 1 to Amendment 2 Council Bill No. 82 - 2021

BY: Opel Jones

Legislative Day 19

Date: December 6, 2021

Amendment No. 1

(This amendment changes the phase in for small employers.)

1 On page 1, in line 1, strike "16 - 29" and substitute "21 - 25".

2
3 On the same page, strike lines 2 – 6.

4
5 On the same page, strike lines 9 -14 and substitute the following:

- 6 • "EFFECTIVE APRIL 1, 2022, \$12.50 PER HOUR;
- 7 • EFFECTIVE JANUARY 1, 2023, \$13.25 PER HOUR;
- 8 • EFFECTIVE JANUARY 1, 2024, \$14 PER HOUR;
- 9 • EFFECTIVE JANUARY 1, 2025, \$14.75 PER HOUR;
- 10 • EFFECTIVE JANUARY 1, 2026, \$15.50 PER HOUR;
- 11 • EFFECTIVE JULY 1, 2026, \$16 PER HOUR;".

12
13 I certify this is a true copy of
14 Am1 to Am2 to CBB2-2021
15 passed on 12-6-2021
16 Michelle Derry
Council Administrator

Amendment 3 to Council Bill No. 82 - 2021

BY: David Yungmann

Legislative Day 19

Date: December 6, 2021

Amendment No. 3

(This amendment caps the CPI.)

1 On page 3, in line 3, after the first "THE", insert "LESSER OF THE".

2
3 On page 3, in line 5, after "30", insert "OR THREE PERCENT".

4
5 On page 3, in line 7, after the period, insert the following:

6 "IF THE MINIMUM WAGE INCREASE IN ANY YEAR IS LESS THAN THE INCREASE IN THE
7 CONSUMER PRICE INDEX AS DEFINED IN THIS SECTION, THE CHIEF ADMINISTRATIVE OFFICER
8 MAY ADD THE DIFFERENCE BETWEEN THE ACTUAL INCREASE AND THE INCREASE IN THE
9 CONSUMER PRICE INDEX IN SUBSEQUENT YEARS UNTIL SUCH DIFFERENCE IS FULLY OFFSET.
10 HOWEVER, THE TOTAL INCREASE IN ANY YEAR SHALL NOT EXCEED A TOTAL OF THREE
11 PERCENT."

12
Filed
I certify this is a true copy of
Am 3 to CB 82 - 2021
passed on 12-6-2021
Michael H. Herring
Councilman

Amendment 4 to Council Bill No. 82 - 2021

BY: Opel Jones

Legislative Day 19

Date: December 6, 2021

Amendment No. 4

(Creates an exception for employees that allows employers to pay employees under the age of 18 85% of the minimum wage and allows certain employees under the age of 16 to be paid the Federal Minimum wage and changes the definition of restaurants to food service facility.)

1 “On page 2, strike lines 3 – 4 and substitute the following:

2 IV. FOOD SERVICE FACILITY AS DEFINED IN CHAPTER 10.15.03.02 OF THE CODE OF MARYLAND
3 REGULATIONS.”

4
5 “On page 3, in line 4, strike “URBAN WAGE EARNERS AND CLERICAL WORKERS, (CPI-W) FOR
6 WASHINGTON-BALTIMORE” and substitute “ALL URBAN CONSUMERS (CPI-U BALTIMORE-COLUMBIA-
7 TOWSON, MD AVERAGE)”

8
9 On page 3, immediately following line 8, insert the following:

10 “(C) EXCEPTIONS. THIS SUBTITLE DOES NOT APPLY TO THE FOLLOWING:

11 (1) EMPLOYEES WHO ARE UNDER THE AGE OF 18 YEARS. HOWEVER, AN EMPLOYER SHALL PAY
12 EMPLOYEES UNDER THE AGE OF 18 YEARS A WAGE THAT IS EQUAL TO AT LEAST 85% OF THE
13 COUNTY MINIMUM WAGE ESTABLISHED UNDER THIS SECTION;

14 (2) EMPLOYEES WHO ARE UNDER THE AGE OF 16 YEARS AND ARE EMPLOYED NO MORE THAN 20
15 HOURS IN A WEEK.”

1 I hereby this is a true copy of
Am 4 to CB 82-2021
Passed on 12-6-2021
Michelle Howard
Council Administrator

1

2 On the same page, in line 9, strike “(C)” and substitute “(D)”.

3

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5

Amendment 1 to Amendment 4 to Council Bill No. 82-2021

BY: Opel Jones

Legislative Day No. 19

Date: December 6, 2021

Amendment No. 1

(This Amendment substitutes a reference to an existing CPI index for reference to a defunct index.)

1 Before line 1, insert:
2
3

4 “On page 3, in line 4, strike “URBAN WAGE EARNERS AND CLERICAL WORKERS, (CPI-W) FOR
5 WASHINGTON-BALTIMORE” and substitute “ALL URBAN CONSUMERS (CPI-U BALTIMORE-COLUMBIA-
6 TOWSON, MD AVERAGE)”.”

I certify this is a true copy of

Am 1 to Am 4 to CB 82-2021
passed on 12-6-2021

Michael Howard
Council Administrator

Amendment 2 to Amendment 4 Council Bill No. 82 - 2021

BY: Liz Walsh

Legislative Day 19

Date: December 6, 2021

Amendment No. 2

(This amendment changes the definition of restaurants to food service facility.)

1 On page 1, in the explanation, before the period, insert “and changes the definition of restaurants
2 to food service facility”.

3
4 On page 1, immediately before line 1, insert the following:

5 “On page 2, strike lines 3 – 4 and substitute the following:

6 IV. FOOD SERVICE FACILITY AS DEFINED IN CHAPTER 10.15.03.02 OF THE CODE OF MARYLAND
7 REGULATIONS.”.

8
9
10
11 I certify this is a true copy of

Am 2 to Am 4 to CB 82-2021
passed on 12-6-2021

Michelle Hazzard
Council Administrator

Amendment 5 to Council Bill No. 82 - 2021

BY: David Yungmann

Legislative Day 19

Date: December 6, 2021

Amendment No. 5

(Creates an exception for employees who exempted from the minimum wage by the State and Federal Acts.)

1 On page 3, immediately following line 8, insert the following:

2 “(C) EXCEPTION(S). THIS SUBTITLE DOES NOT APPLY TO THE FOLLOWING:

3 (1) EMPLOYEES WHO ARE EXEMPT FROM THE MINIMUM WAGE REQUIREMENTS OF THE STATE
4 OR FEDERAL ACT.”.

5
6 On the same page, in line 9, strike “(C)” and substitute “(D)”.

7
8
9 I certify this is a true copy of

10 Am 5 to CB 82-2021
passed on 12-6-2021

Michael Hartzel
Council Administrator

Failed

Amendment 6 to Council Bill No. 82 - 2021

BY: David Yungmann

Legislative Day 19

Date: December 6, 2021

Amendment No. 6

1 ~~(Creates an exception for employees that allows employers to pay employees under the age of 18~~
2 ~~85% of the minimum wage.)~~
3 ~~“(This amendment creates an exemption for an individual who is employed as part of the~~
4 ~~training in a special education program.)”.~~
5 ~~“(This amendment creates an exemption for an individual who is employed as a hand-harvest~~
6 ~~laborer under specified circumstances.)”.~~
7 ~~“(This amendment creates an exemption for an individual who is employed in agriculture under~~
8 ~~specified circumstances.)”.~~
9 ~~“(This amendment creates an exemption for an individual who is a child, parent, spouse, or other~~
10 ~~member of the immediate family of the employer.)”.~~
11 ~~(This amendment creates an exemption for an individual who is employed in a non-~~
12 ~~administrative capacity at an organized camp, including a resident or day camp.)~~
13 ~~(This amendment creates an exemption for an individual who engages in the activities of a~~
14 ~~charitable, educational, nonprofit, or religious organization if the service is provided~~
15 ~~gratuitously.)~~

16 On page 3, immediately following line 8, insert the following:

17 ~~“(C) EXCEPTIONS. AN EMPLOYER MAY PAY AN EMPLOYEE A WAGE THAT EQUALS A RATE OF 85%~~
18 ~~OF THE COUNTY MINIMUM WAGE ESTABLISHED UNDER THIS SECTION IF THE EMPLOYEE IS UNDER~~
19 ~~THE AGE OF 18 YEARS.”.~~

1

I certify this is a true copy of

Am 6 to CB 82-2021

passed on 12-6-2021

Nichole Harrod
Council Administrator

1 “(C) EXCEPTION(S). THIS SUBTITLE DOES NOT APPLY TO AN INDIVIDUAL WHO:

2 3. IS EMPLOYED AS PART OF THE TRAINING IN A SPECIAL EDUCATION PROGRAM FOR EMOTIONALLY,
3 MENTALLY, OR PHYSICALLY HANDICAPPED STUDENTS UNDER A PUBLIC SCHOOL SYSTEM.”.

4 4. WHO IS EMPLOYED AS HAND-HARVEST LABORER AND IS PAID ON A PIECE-RATE BASIS IN AN
5 OPERATION THAT, IN THE REGION OF EMPLOYMENT, HAS BEEN AND CUSTOMARILY AND GENERALLY
6 IS RECOGNIZED AS HAVING BEEN PAID ON THAT BASIS, IF:

7 (I) THE INDIVIDUAL:

8 1. COMMUTES DAILY FROM THE PERMANENT RESIDENCE OF THE INDIVIDUAL TO THE FARM
9 WHERE THE INDIVIDUAL IS EMPLOYED; AND

10 2. DURING THE PRECEDING CALENDAR YEAR, WAS EMPLOYED IN AGRICULTURE LESS THAN
11 13 WEEKS; OR

12 (II) THE INDIVIDUAL:

13 1. IS UNDER THE AGE OF 17;

14 2. IS EMPLOYED ON THE SAME FARM AS A PARENT OF THE INDIVIDUAL OR A PERSON
15 STANDING IN THE PLACE OF THE PARENT; AND

16 3. IS PAID AT THE SAME RATE THAT AN EMPLOYEE WHO IS AT LEAST 17 YEARS OLD IS PAID
17 ON THE SAME FARM;

18 5. IS IN AGRICULTURE IF, DURING EACH QUARTER OF THE PRECEDING CALENDAR YEAR, THE
19 EMPLOYER USED NO MORE THAN 500 AGRICULTURAL-WORKER DAYS;

20
21 6. IS A CHILD, PARENT, SPOUSE, OR OTHER MEMBER OF THE IMMEDIATE FAMILY OF THE EMPLOYER;

22
23 7. IS IN A NON-ADMINISTRATIVE CAPACITY AT AN ORGANIZED CAMP, INCLUDING A RESIDENT OR
24 DAY CAMP;

25
26 8. ENGAGES IN THE ACTIVITIES OF A CHARITABLE, EDUCATIONAL, NONPROFIT, OR RELIGIOUS
27 ORGANIZATION IF THE SERVICE IS PROVIDED GRATUITOUSLY AND THERE IS, IN FACT, NO
28 EMPLOYER-EMPLOYEE RELATIONSHIP.”

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On the same page, in line 9, strike “(C)” and substitute “(D)”.

Amendment 1 to Amendment 6 to Council Bill No. 82 - 2021

BY: David Yungmann

Legislative Day 19

Date: December 6, 2021

Amendment No. 1

(This amendment creates an exemption for an individual who engages in the activities of a charitable, educational, nonprofit, or religious organization if the service is provided gratuitously.)

1 Strike the title and substitute the following:

2 *“(This amendment creates an exemption for an individual who engages in the activities of a*
3 *charitable, educational, nonprofit, or religious organization if the service is provided*
4 *gratuitously.)”*.

5
6 On page 1, strike line 2 down through line 4 in the entirety and substitute the following:

7 “(C) EXCEPTION(S). THIS SUBTITLE DOES NOT APPLY TO AN INDIVIDUAL WHO ENGAGES IN THE
8 ACTIVITIES OF A CHARITABLE, EDUCATIONAL, NONPROFIT, OR RELIGIOUS ORGANIZATION IF THE
9 SERVICE IS PROVIDED GRATUITOUSLY AND THERE IS, IN FACT, NO EMPLOYER-EMPLOYEE
10 RELATIONSHIP.”.

I certify this is a true copy of

Am 1 to Am 6 CB 82-2021
passed on 12-6-2021

Nichelle Dierckx
Council Administrator

Amendment 2 to Amendment 6 to Council Bill No. 82 - 2021

BY: David Yungmann

Legislative Day 19

Date: December 6, 2021

Amendment No. 2

(This amendment creates an exemption for an individual who is employed in a non-administrative capacity at an organized camp, including a resident or day camp.)

1 Strike the title and substitute the following:

2 "*(This amendment creates an exemption for an individual who is employed in a non-*
3 *administrative capacity at an organized camp, including a resident or day camp.)*".

4
5 On page 1, strike line 2 down through line 4 in the entirety and substitute the following:

6 "*(C) EXCEPTION(S). THIS SUBTITLE DOES NOT APPLY TO AN INDIVIDUAL WHO IS EMPLOYED IN A*
7 *NON-ADMINISTRATIVE CAPACITY AT AN ORGANIZED CAMP, INCLUDING A RESIDENT OR DAY*
8 *CAMP.*".

I certify this is a true copy of
Am 2 to Am 6 to CBB2-2021
passed on 12-6-2021
Nicholas Horrold
Council Administrator

Amendment 3 to Amendment 6 to Council Bill No. 82 - 2021

BY: David Yungmann

Legislative Day 19

Date: December 6, 2021

Amendment No. 3

(This amendment creates an exemption for an individual who is a child, parent, spouse, or other member of the immediate family of the employer.)

1 Strike the title and substitute the following:

2 “(This amendment creates an exemption for an individual who is a child, parent, spouse, or other
3 member of the immediate family of the employer.)”.

4
5 On page 1, strike line 2 down through line 4 in the entirety and substitute the following:

6 “(C) EXCEPTION(S). THIS SUBTITLE DOES NOT APPLY TO AN INDIVIDUAL WHO IS A CHILD, PARENT,
7 SPOUSE, OR OTHER MEMBER OF THE IMMEDIATE FAMILY OF THE EMPLOYER.”.

I certify this is a true copy of
Am 3 to Am 6 to CB82-2021
passed on 12-6-2021
Michelle Harzard
Council Administrator

Amendment 4 to Amendment 6 to Council Bill No. 82 - 2021

BY: David Yungmann

Legislative Day 19

Date: December 6, 2021

Amendment No. 4

(This amendment creates an exemption for an individual who is employed in agriculture under specified circumstances.)

1 Strike the title and substitute the following:

2 *“(This amendment creates an exemption for an individual who is employed in agriculture under*
3 *specified circumstances.)”*.

4
5 On page 1, strike line 2 down through line 4 in the entirety and substitute the following:

6 “(C) EXCEPTION(S). THIS SUBTITLE DOES NOT APPLY TO AN INDIVIDUAL WHO IS EMPLOYED IN
7 AGRICULTURE IF, DURING EACH QUARTER OF THE PRECEDING CALENDAR YEAR, THE EMPLOYER
8 USED NO MORE THAN 500 AGRICULTURAL-WORKER DAYS.”.

I certify this is a true copy of

Am 4 to Am 6 to CB82-2021
passed on 12-6-2021

Michael Herrera
Council Administrator

Amendment 5 to Amendment 6 to Council Bill No. 82 - 2021

BY: David Yungmann

Legislative Day 19

Date: December 6, 2021

Amendment No. 5

(This amendment creates an exemption for an individual who is employed as a hand-harvest laborer under specified circumstances.)

Strike the title and substitute the following:

“(This amendment creates an exemption for an individual who is employed as a hand-harvest laborer under specified circumstances.)”.

On page 1, strike line 2 down through line 4 in the entirety and substitute the following:

“(C) EXCEPTION(S). THIS SUBTITLE DOES NOT APPLY TO AN INDIVIDUAL WHO IS EMPLOYED AS A HAND-HARVEST LABORER AND IS PAID ON A PIECE-RATE BASIS IN AN OPERATION THAT, IN THE REGION OF EMPLOYMENT, HAS BEEN AND CUSTOMARILY AND GENERALLY IS RECOGNIZED AS HAVING BEEN PAID ON THAT BASIS, IF:

(I) THE INDIVIDUAL:

1. COMMUTES DAILY FROM THE PERMANENT RESIDENCE OF THE INDIVIDUAL TO THE FARM WHERE THE INDIVIDUAL IS EMPLOYED; AND

2. DURING THE PRECEDING CALENDAR YEAR, WAS EMPLOYED IN AGRICULTURE LESS THAN 13 WEEKS; OR

(II) THE INDIVIDUAL:

1. IS UNDER THE AGE OF 17;

I certify this is a true copy of
Am 5 to Am 6 to CB 82-2021
passed on 12-6-2021
Nichelle Harwood
Council Administrator

- 1 2. IS EMPLOYED ON THE SAME FARM AS A PARENT OF THE INDIVIDUAL OR A PERSON
- 2 STANDING IN THE PLACE OF THE PARENT; AND
- 3 3. IS PAID AT THE SAME RATE THAT AN EMPLOYEE WHO IS AT LEAST 17 YEARS OLD IS PAID
- 4 ON THE SAME FARM”.

Amendment 6 to Amendment 6 to Council Bill No. 82 - 2021

BY: David Yungmann

Legislative Day 19

Date: December 6, 2021

Amendment No. 6

(This amendment creates an exemption for an individual who is employed by an employer who is engaged in canning, freezing, packing, or first processing of specified items.)

Strike the title and substitute the following:

“(This amendment creates an exemption for an individual who is employed by an employer who is engaged in canning, freezing, packing, or first processing of specified items.)”.

On page 1, strike line 2 down through line 4 in the entirety and substitute the following:

“(C) EXCEPTION(S). THIS SUBTITLE DOES NOT APPLY TO AN INDIVIDUAL WHO IS EMPLOYED BY AN EMPLOYER WHO IS ENGAGED IN CANNING, FREEZING, PACKING, OR FIRST PROCESSING OF PERISHABLE OR SEASONAL FRESH FRUITS, VEGETABLES, OR HORTICULTURAL COMMODITIES, POULTRY, OR SEAFOOD.”.

Filed

I certify this is a true copy of
Am 6 to Am 6 to CB 82-2021
on 12-6-2021
Michelle Darrin
Council Administrator

Amendment 7 to Amendment 6 to Council Bill No. 82 - 2021

BY: Liz Walsh

Legislative Day 19

Date: December 6, 2021

Amendment No. 7

(This amendment creates an exemption for an individual who is employed as part of the training in a special education program.)

1 Strike the title and substitute the following:

2 “(This amendment creates an exemption for an individual who is employed as part of the
3 training in a special education program.)”.

4

5 On page 1, strike line 2 down through line 4 in the entirety and substitute the following:

6 “(C) EXCEPTION(S). THIS SUBTITLE DOES NOT APPLY TO AN INDIVIDUAL WHO IS EMPLOYED AS
7 PART OF THE TRAINING IN A SPECIAL EDUCATION PROGRAM FOR EMOTIONALLY, MENTALLY, OR
8 PHYSICALLY HANDICAPPED STUDENTS UNDER A PUBLIC SCHOOL SYSTEM.”.

to amend the title of the bill to read:

Am 7 to Am 6 to CB82-2021
passed on 12-6-2021

Michelle Sherrill
Council Administrator

Amendment 8 to Amendment 6 Council Bill No. 82 - 2021

BY: Liz Walsh

Legislative Day 19

Date: December 6, 2021

Amendment No. 8

(This amendment changes the definition of restaurants to food service facility.)

1 On page 1, in the explanation, before the period, insert “and changes the definition of restaurants
2 to food service facility”.

3
4 On page 1, immediately before line 1, insert the following:

5 “On page 2, strike lines 3 – 4 and substitute the following:

6 IV. FOOD SERVICE FACILITY AS DEFINED IN CHAPTER 10.15.03.02 OF THE CODE OF MARYLAND
7 REGULATIONS.”.

8
9
10
11 I certify this is a true copy of

Am 8 to Am 6 to CB 82-2021

passed on 12-6-2021

Failed

Michelle Harrod
Council Administrator

Amendment 7 to Council Bill No. 82 - 2021

BY: David Yungmann

Legislative Day 19

Date: December 6, 2021

Amendment No. 7

(This amendment removes the local provisions for tipped wages and substitutes the State's tip wages calculations.)

Strike, beginning on line 17 on page 3 through line 5, on page 4, and insert the following:

"WAGE CALCULATIONS FOR TIPPED EMPLOYEES SHALL BE DONE IN ACCORDANCE WITH THE
STATE OF MARYLAND ANNOTATED CODE, LABOR AND EMPLOYMENT ARTICLE, TITLE 3.
EMPLOYMENT STANDARDS AND CONDITIONS, SUBTITLE 4. WAGES AND HOURS, PART IV.
COMPUTATION OF WAGE."

I certify this is a true copy of

Am 7 to CB 82-2021

Not introduced

passed on

12-6-2021

Michelle Starnes
Council Administrator

Amendment 8 to Council Bill No. 82 - 2021

BY: Christiana Rigby

Legislative Day 19

Date: December 6, 2021

Amendment No. 8

(This amendment establishes a schedule for the tip credit amount.)

1 On page 4, in line 5, strike "\$4.00 PER HOUR", and substitute: \$3.63 PER HOUR

2 "THE FOLLOWING:

3 • \$3.70 ON APRIL 1, 2022

4 • \$3.80 ON JANUARY 1, 2023

5 • \$3.90 ON JANUARY 1, 2024

6 • \$4.00 ON JANUARY 1, 2025".

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I certify this is a true copy of

Am 8 to CB 82-2021

passed on 12-6-2021

Michelle Hargood
Council Administrator

Amendment 1 to Amendment 8 Council Bill No. 82 - 2021

BY: David Yungmann

Legislative Day 19

Date: December 6, 2021

Amendment No. 1

(This amendment changes the tip credit amount to \$3.63.)

1 On page 1, in line 1, strike the colon and substitute "\$3.63 PER HOUR".

2

3 On page 1, strike lines 2 – 6, in their entirety.

4

5

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I certify this is a true copy of
Am 1 to Am 8 to CB 82-2021
passed on 12-6-2021
Nichole Harris
Council Administrator

Amendment 9 to Council Bill No. 82 - 2021

BY: David Yungmann

Legislative Day 19

Date: December 6, 2021

Amendment No. 9

(This amendment removes the Council Meetings requirement.)

1 On page 4, strike lines 13 – 23, in their entirety.
2
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5

I certify this is a true copy of

Am 9 to CB 82-2021

passed on 12-6-2021

Nicholas Barry
Council Administrator

Failed

Amendment 10 to Council Bill No. 82 - 2021

BY: David Yungmann

Legislative Day 19

Date: December 6, 2021

Amendment No. 10

(This amendment adds the State's Suspension of Minimum Wage provision to the County bill.)

On page 4, immediately following line 24, insert the following:

"SECTION 12.2205 - SUSPENSION OF COUNTY MINIMUM WAGE.

IF AN INCREASE IN THE STATE MINIMUM WAGE IS SUSPENDED PURSUANT TO THE STATE OF
MARYLAND ANNOTATED CODE, LABOR AND EMPLOYMENT ARTICLE, TITLE 3, EMPLOYMENT
STANDARDS AND CONDITIONS, SUBTITLE 4. WAGES AND HOURS, PART III. REQUIRED WAGES,
THE COUNTY WILL SUSPEND AND PROVIDE FOR COUNTY MINIMUM WAGE INCREASES AS
DESCRIBED IN THE STATE LAW."

I certify this is a true copy of

Am 10 to CB 82-2021
passed on 12-6-2021

Michelle Harrod
Council Administrator

Amendment 2 to Council Bill No. 82 - 2021

BY: David Yungmann

Legislative Day 19

Date: December 6, 2021

Amendment No. 2

(This amendment changes the new wage dates to try to align closer to the State's new wage dates and removes the separate schedule for Howard County employees.)

On page 2, strike lines 16 – 29 and substitute the following:

“EMPLOYERS:

- EFFECTIVE JANUARY 1, 2022, \$12.50 PER HOUR;
- EFFECTIVE JANUARY 1, 2023, \$13.75 PER HOUR;
- EFFECTIVE JANUARY 1, 2024, \$15 PER HOUR;
- EFFECTIVE JANUARY 1, 2025, \$16 PER HOUR;

SMALL EMPLOYERS:

- EFFECTIVE JANUARY 1, 2022, \$12.20 PER HOUR;
- EFFECTIVE JANUARY 1, 2023, \$13 PER HOUR;
- EFFECTIVE JANUARY 1, 2024, \$13.80 PER HOUR;
- EFFECTIVE JANUARY 1, 2025, \$14.60 PER HOUR;
- EFFECTIVE JANUARY 1, 2026, \$15.40 PER HOUR;
- EFFECTIVE JULY 1, 2026, \$16 PER HOUR;”.

Amendment 4 to Council Bill No. 82 - 2021

BY: Opel Jones

Legislative Day 19

Date: December 6, 2021

Amendment No. 4

(Creates an exception for employees that allows employees to pay employees under the age of 18 85% of the minimum wage and allows certain employees under the age of 16 to be paid the Federal Minimum wage.)

1 On page 3, immediately following line 8, insert the following:

2 “(C) EXCEPTIONS. THIS SUBTITLE DOES NOT APPLY TO THE FOLLOWING:

3 (1) EMPLOYEES WHO ARE UNDER THE AGE OF 18 YEARS. HOWEVER, AN EMPLOYER SHALL PAY
4 EMPLOYEES UNDER THE AGE OF 18 YEARS A WAGE THAT IS EQUAL TO AT LEAST 85% OF THE
5 COUNTY MINIMUM WAGE ESTABLISHED UNDER THIS SECTION;

6 (2) EMPLOYEES WHO ARE UNDER THE AGE OF 16 YEARS AND ARE EMPLOYED NO MORE THAN 20
7 HOURS IN A WEEK.”

8
9 On the same page, in line 9, strike “(C)” and substitute “(D)”.

Amendment 6 to Council Bill No. 82 - 2021

BY: David Yungmann

Legislative Day 19

Date: December 6, 2021

Amendment No. 6

*(Creates an exception for employees that allows employers to pay employees under the age of 18
85% of the minimum wage.)*

1 On page 3, immediately following line 8, insert the following:

2 “(C) EXCEPTIONS. AN EMPLOYER MAY PAY AN EMPLOYEE A WAGE THAT EQUALS A RATE OF 85%
3 OF THE COUNTY MINIMUM WAGE ESTABLISHED UNDER THIS SECTION IF THE EMPLOYEE IS UNDER
4 THE AGE OF 18 YEARS.”.

5
6 On the same page, in line 9, strike “(C)” and substitute “(D)”.

Amendment 8 to Council Bill No. 82 - 2021

BY: Christiana Rigby

Legislative Day 19

Date: December 6, 2021

Amendment No. 8

(This amendment establishes a schedule for the tip credit amount.)

1 On page 4, in line 5, strike "\$4.00 PER HOUR", and substitute:

2 "THE FOLLOWING:

- 3 • \$3.70 ON APRIL 1, 2022
- 4 • \$3.80 ON JANUARY 1, 2023
- 5 • \$3.90 ON JANUARY 1, 2024
- 6 • \$4.00 ON JANUARY 1, 2025".
- 7
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