

Maryland labor law checklist 2026

Minimum wage	\$15.00 an hour.
Tipped cash wage	\$3.63
Next change	None scheduled
Local rates	Montgomery County and Howard County set local minimum wages above the state rate.
Overtime	The federal FLSA rule applies: overtime at 1.5 times the regular rate after 40 hours in a workweek. There is no daily overtime rule.
Exempt salary test	Federal \$684 a week (\$35,568 a year).
Meal breaks	Only for retail establishments with 50 or more retail employees: 15 minutes for shifts of 4 to 6 hours, 30 minutes for shifts over 6 hours, and an extra 15 minutes for every additional 4 hours.
Rest breaks	No state rest break law for adults. Under federal law, short breaks of 5 to 20 minutes that you choose to give must be paid.
Final pay if fired	By the next regular payday.
Final pay if they quit	By the next regular payday.
Unused PTO	Required unless your written policy, given at hire, says unused leave is forfeited.
Paid sick leave	Healthy Working Families Act: 1 hour for every 30 hours worked, up to 40 hours of use a year. Employers with 15 or more employees must pay for it; smaller employers may provide it unpaid.
Paid family leave	Maryland FAMILI has been delayed: contributions start in 2027 and benefits in 2028, under the current schedule.
Pay transparency	Required for employers of every size since October 2024: pay range and a general description of benefits in every posting.
New hire reporting	Report each new hire within 20 days of the hire date, the federal deadline.
State income tax	Withhold state income tax.
State agency	Maryland Department of Labor: https://www.labor.maryland.gov

What trips up Maryland employers

- ☐ Montgomery County and Howard County set higher local minimum wages.
- ☐ PTO is paid out at separation unless your written policy says otherwise.
- ☐ Job postings need a pay range and a description of benefits, at any company size.
- ☐ Check the minimum wage on January 1 and July 1, and update payroll and posters.
- ☐ Confirm final pay timing before every termination meeting.

All 50 states and DC, comparison tables, and a free CSV: [hrtally.com/state-labor-laws](https://www.hrtally.com/state-labor-laws)

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