

The Wage  
Commission of  
Baltimore City



OFFICE OF EQUITY  
AND CIVIL RIGHTS



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**WAGE**  
COMMISSION  
of Baltimore City

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For More  
Information

410-396-3143  
[wagepayrolls@baltimorecity.gov](mailto:wagepayrolls@baltimorecity.gov)

7 E. Redwood Street  
9th Floor  
Baltimore, MD 21202

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We've got your back!



## What You Need to Know

The Wage Commission of Baltimore City ensures wage laws on local construction and service projects are in compliance with the City of Baltimore.

### Trainings and Informational Sessions

Attend any of our comprehensive trainings and informational sessions:

- Overtime Pay
- Prevailing Wages
- Compliance for Constructor, and so much more!

# 1

## What's the Living Wage Law?

The Living Wage Law requires employers to pay their employees a certain hourly rate, determined by the Board of Estimates.

This means:

- You **MUST** be paid at least the correct living wage
- The living wage rate **MUST** be posted visibly by an employer on a job site
- You **MUST** be paid time and a half for all hours worked longer than 8 hours per day or 40 hours per week

# 2

## What's the Prevailing Wage Law?

The Prevailing Wage Law requires all contractors awarded a city contract over \$5,000 to pay their employees a certain prevailing wage rate, determined by the Board of Estimates. This also applies to subcontractors on the project.

- You **MUST** be paid at least the correct prevailing wage rate approved for the project you are working on
- The prevailing wage rate **MUST** be posted and visible by an employer on a job site
- You **MUST** be paid time and a half for all hours worked longer than 8 hours per day, and for all hours worked on Saturday and Sunday

# 3

## What's the Displaced Workers Law?

The Displaced Workers Law provides protection from displacement to service employees working on new companies taking over contracts for services like security, food preparation, building maintenance, or janitorial services.

This means:

- You **MUST** receive an employment offer for a 90-day transition period or until the new contractor no longer provides services at the site
- The new contractor **CANNOT** discharge you during the 90-day transition



# Scan Here To:

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## City of Baltimore Office of Equity and Civil Rights



The Wage Commission is tasked with enforcing the minimum wage, the living wage, prevailing wage, and displaced worker protection laws in the City of Baltimore.

REACH US BY PHONE HERE  
**410-396-4835**  
Para ayuda en español: 410-366-3141

More Information

[wagepayrolls@baltimorecity.gov](mailto:wagepayrolls@baltimorecity.gov)

7 E. Redwood Street  
9th Floor  
Baltimore, MD 21202

# Wage Enforcement Commission



## OFFICE OF EQUITY AND CIVIL RIGHTS



## About Us

The Wage Commission ensures compliance with Baltimore City's wage laws on local construction and service projects. As the authoritative body, our mission extends beyond enforcement; we focus on educating and developing proactive initiatives to prevent underpayment of workers.

## Mission

- Processing and examining wage violation complaints.
- Remediating situations where workers earn less than the mandated wages.
- Enforcing wage regulations, as outlined in Article 5, §25 (Prevailing Wage), 5, §26 (Living Wage), and Article 11, §18 (Displaced Workers).
- Annually, the Commission updates and issues new Prevailing and Living Wage rates to be applied to construction and service contracts within Baltimore City, ensuring fair compensation aligns with current economic standards.



## WHAT WE DO



1

### Living Wage Enforcement

The Commission conducts an annual study using federal poverty guidelines to determine the future wage rate to be paid. The recommendation is then submitted to the Board of Estimates.

### Prevailing Wage Enforcement

2



The wage commission enforces prevailing wage laws for all city construction projects according to Baltimore City Code Article 5, §25.

3



### Information Sessions and Trainings

The Wage Commission and staff offer comprehensive trainings and informational sessions to help contractors and other city agencies comply with the law.

4



### Displaced Workers

Companies taking over contracts for services like security, food preparation, building maintenance, or janitorial services must hire the previous contractor's employees for a 90-day trial, only firing with just cause, and offer permanent jobs to those who perform well. This rule is enforced with notices at workplaces, excluding public universities.



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