

MODEL DOMESTIC WORKER DISCLOSURE STATEMENT

INSTRUCTIONS: The Montgomery County, Maryland Domestic Workers' Law requires an employer of certain domestic workers located in the County to offer a written contract that specifies the terms and conditions of employment. If, after an employer presents a written employment contract and offers to negotiate the terms and conditions of employment, a worker voluntarily chooses not to sign the contract, then the parties must sign this disclosure statement.

Employer and worker (employee) acknowledge that, notwithstanding the fact that they are proceeding without a written contract, employee is entitled to the legal protections under State employment laws including, but not limited to:

1. payment of minimum wage (\$10.75 per hour as of 2016 in Montgomery County, MD, \$8.75 per hour in Maryland generally);
2. payment for all hours worked;
3. payment of wages in United States dollars no less than twice per month;
4. overtime pay of 1.5 times the regular hourly wage for every extra hour worked over 40 hours per week;
5. notice of rate of pay, regular paydays, and leave benefits; statement of earnings and deductions for each pay period; and notice of any change in a payday or wage at least one pay period in advance;
6. worker's compensation; and
7. upon termination of employment, payment of all wages due for work performed before the termination of employment, on or before employee's regular payday.

Employer's Certification:

Employer certifies that she or he offered to negotiate the terms and conditions of employment and presented a written employment contract to the worker.

Employer's Signature

Date

Employer's Name

Employee's Acknowledgement:

Worker acknowledges that she or he was offered a written employment contract and is voluntarily choosing not to sign the contract.

Employee's Signature

Date

Provided by the Montgomery County, MD Office of Consumer Protection
100 Maryland Avenue, Suite 330
Rockville, MD 20850
Tel: 240.777.3636
www.montgomerycountymd.gov/OCP

Employee's Name



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