

## MODEL DOMESTIC WORKER DISCLOSURE STATEMENT

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 of \$9.25 per hour in Maryland effective July 1, 2017 (\$10.10 per hour effective July 1, 2018); in Montgomery County, MD for employers of two or more employees, payment of minimum wage of \$11.50 per hour as of July 1, 2017 (\$12.00 per hour for employers with 50 or less employees, and \$12.25 per hour for employers with 51 or more employees effective July 1, 2018);
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

\_\_\_\_\_  
Employee's Name