

NOTICE TO TIPPED EMPLOYEES

Under Maryland law, a tipped employee is an employee who customarily and regularly receives more than \$30 each month in tips or gratuities.

Maryland law prohibits an employer from requiring a tipped employee to reimburse an employer or pay an employer for the amount of a customer's charge for food or beverage if the customer leaves the employer's place of business without paying for the charges. In addition, unless otherwise provided by law, an employer is prohibited from making a deduction to an employee's wages to cover the cost of a customer's charge for food or beverage if the customer leaves the employer's place of business without paying the charge for food or beverages.

If you think you have been required to make an improper payment or there has been an improper deduction from your wages related to a customer's charges if the customer leaves the place of business without paying the charges, you may contact the Commissioner of Labor and Industry at:



**Division of Labor and Industry
Employment Standards Service
1100 North Eutaw Street, Room 607
Baltimore, Maryland 21201
(410) 767-2357/Fax (410) 333-7303
ess@dllr.state.md.us**

**PURSUANT TO §3-713(C) OF THE LABOR AND EMPLOYMENT
ARTICLE OF THE MARYLAND ANNOTATED CODE, EMPLOYERS
ARE REQUIRED TO CONSPICUOUSLY POST THIS NOTICE IN A
PLACE WHERE ANY TIPPED EMPLOYEE IS EMPLOYED**

October 1, 2013