§ 3-301. Definitions.
(a) In general. - In this subtitle the following words have the meanings indicated:

(1) "Employer" means:
   (i) a person engaged in a business, industry, profession, trade, or other enterprise in the State;
   (ii) the State and its units;
   (iii) a county and its units; and
   (iv) a municipal government in the State.

(2) "Employer" includes a person who acts directly or indirectly in the interest of another employer with an employee.

(c) Wage. -
   (i) "Wage" means all compensation for employment.

§ 3-302. Scope of subtitle.
This subtitle applies to an employer of both men and women in a lawful enterprise.

§ 3-303. Miscellaneous powers of Commissioner.
In addition to any powers set forth elsewhere, the Commissioner may:

(a) use informal methods of conference, conciliation, and persuasion to eliminate pay practices that are unlawful under this subtitle; and

(b) supervise the payment of a wage owing to an employee under this subtitle.

§ 3-304. Equal pay for equal work.
(a) In general. - An employer may not discriminate between employees in any occupation by paying a wage to employees of 1 sex at a rate less than the rate paid to employees of the opposite sex if both employees work in the same establishment and perform work of comparable character or work on the same operation, in the same business, or of the same type.

§ 3-305. Records and reports.
(a) Records. -
   (1) Each employer shall keep each record that the Commissioner requires on:
      (i) wages of employees; and
      (ii) labor classifications of employees; and
      (iii) other conditions of employment.

   (2) An employee shall keep each record required under this subsection for the period of time that the Commissioner requires.

(b) Reports. - On the basis of the records required under this section, an employer shall report to the Commissioner.

§ 3-306. Copies and posting.
(a) Copies. - On request of an employer, the Commissioner will provide without charge a copy of this subtitle to the employer.

(b) Posting. - Each employer shall post conspicuously in each place of employment a copy of this subtitle.

§ 3-307. Action against employer by or for employee.
(a) Action by employee. -
   (1) If an employer violates this subtitle, an affected employee may bring an action against the employer to recover the difference between the wages paid to male and female employees who do the same type work and an additional equal amount as liquidated damages.
   (2) An employee may bring an action on behalf of the employee and other employees similarly affected.

(b) Assignment of claims. - On the written request of an employee who is entitled to bring an action under this section, the Commissioner may:
   (i) take an assignment of the claim in trust for the employee;
   (ii) ask the Attorney General to bring an action in accordance with this section on behalf of the employee; and
   (iii) consolidate 2 or more claims against an employer.

(c) Limitations period. - An action under this section shall be filed within 3 years of the act on which the action is based.
(d) Defense. - The Commissioner of Labor and Industry may employ an employee for work for less than the wage to which the employee is entitled under this subtitle unless the defense is a defense to an action under this section.