

# HOUSE BILL 1458

K3

CONSTITUTIONAL AMENDMENT

5lr1536  
CF SB 809

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By: **Delegates Boaf, Behler, Foley, Harris, Kaiser, Kaufman, Martinez, Roberson, Terrasa, Williams, Wims, and Woods**

Introduced and read first time: February 7, 2025

Assigned to: Economic Matters

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## A BILL ENTITLED

1 AN ACT concerning

2 **Declaration of Rights – Right to Minimum Wage for Tipped Workers**

3 FOR the purpose of establishing that every person, as a central component of an  
4 individual's right to liberty and equality, has the fundamental right while engaged  
5 in employment in the State with respect to which the payment of a tip is customary,  
6 to be paid at a wage rate that is at least equal to the State minimum wage rate set  
7 by law without regard to tips that the individual receives; and prohibiting the State  
8 from, directly or indirectly, denying, burdening, or abridging the right unless  
9 justified by a compelling State interest achieved by the least restrictive means.

10 BY proposing an addition to the Maryland Constitution

11 Declaration of Rights

12 Article 49

13 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,  
14 (Three-fifths of all the members elected to each of the two Houses concurring), That it be  
15 proposed that the Maryland Constitution read as follows:

16 **Declaration of Rights**

17 **ARTICLE 49.**

18 **THAT EVERY PERSON, AS A CENTRAL COMPONENT OF AN INDIVIDUAL'S RIGHT**  
19 **TO LIBERTY AND EQUALITY, HAS THE FUNDAMENTAL RIGHT WHILE ENGAGED IN**  
20 **EMPLOYMENT IN THE STATE WITH RESPECT TO WHICH THE PAYMENT OF A TIP IS**  
21 **CUSTOMARY, TO BE PAID AT A WAGE RATE THAT IS AT LEAST EQUAL TO THE STATE**  
22 **MINIMUM WAGE RATE SET BY LAW WITHOUT REGARD TO TIPS THAT THE INDIVIDUAL**  
23 **RECEIVES. THE STATE MAY NOT, DIRECTLY OR INDIRECTLY, DENY, BURDEN, OR**

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EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 **ABRIDGE THE RIGHT UNLESS JUSTIFIED BY A COMPELLING STATE INTEREST**  
2 **ACHIEVED BY THE LEAST RESTRICTIVE MEANS.**

3 SECTION 2. AND BE IT FURTHER ENACTED, That the General Assembly  
4 determines that the amendment to the Maryland Constitution proposed by Section 1 of this  
5 Act affects multiple jurisdictions and that the provisions of Article XIV, § 1 of the Maryland  
6 Constitution concerning local approval of constitutional amendments do not apply.

7 SECTION 3. AND BE IT FURTHER ENACTED, That:

8 (a) The amendment to the Maryland Constitution proposed by Section 1 of this  
9 Act shall be submitted to the qualified voters of the State at the next general election to be  
10 held in November 2026 for adoption or rejection in accordance with Article XIV of the  
11 Maryland Constitution.

12 (b) (1) At that general election, the vote on the proposed amendment to the  
13 Constitution shall be by ballot, and on each ballot there shall be printed the words “For the  
14 Constitutional Amendment” and “Against the Constitutional Amendment”, as now  
15 provided by law.

16 (2) At that general election, a question substantially similar to the  
17 following shall be submitted to the qualified voters of the State:

18 “Question \_\_\_\_ Constitutional Amendment

19 The proposed amendment confirms an individual’s fundamental right, while engaged in  
20 employment in the State with respect to which the payment of a tip is customary, to be paid  
21 at a wage rate that is at least equal to the State minimum wage rate without regard to tips  
22 the individual receives and provides that the State may not, directly or indirectly, deny,  
23 burden, or abridge the right unless justified by a compelling State interest achieved by the  
24 least restrictive means.”.

25 (c) Immediately after the election, all returns shall be made to the Governor of  
26 the vote for and against the proposed amendment, as directed by Article XIV of the  
27 Maryland Constitution, and further proceedings had in accordance with Article XIV.