

## 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 (\$6.55 per hour as of July 24, 2008);
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



Provided by the Montgomery County, MD Office of Consumer Protection  
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[www.montgomerycountymd.gov/OCP](http://www.montgomerycountymd.gov/OCP)

