



THE PRINCE GEORGE'S COUNTY GOVERNMENT

OFFICE OF THE COUNTY EXECUTIVE

BILL: House Bill 14 - Equal Pay for Equal Work - Inquiring About Wages - Prohibition on Adverse Action

SPONSOR: Delegate Queen

HEARING DATE: February 4, 2019

COMMITTEE: Economic Matters

CONTACT: Intergovernmental Affairs Office, 301-780-8411

POSITION: SUPPORT

The Office of the Prince George's County Executive **SUPPORTS House Bill 14**, which prevents an employer from taking action against an employee who inquires about the employee's own wages

Currently in Maryland, an employer may provide in written policy to employees, workday limitations on place, time, and manner for inquiries relating to an employee's wages. If an employee does not cohere to these limitations, an employer may have an affirmative defense for taking adverse employment action. The main intent of the State's Equal Pay for Equal Work law is to prohibit employers from discriminating between employees based on sex and gender.

The Office of the Prince George's County Executive supports the intent of the proposed legislation and attempts to further encourage equality in the workplace.

For the reasons stated above, the Office of the Prince George's County Executive **SUPPORTS House Bill 14** and asks for a **FAVORABLE** report.