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SUPPORT – SB217

Labor and Employment-Wage History and Wage Range

Senate Finance Committee

February 13, 2020

Dear Chairman Kelley and Committee members;

The Women's Democratic League of Frederick County (WDL) ask for your support of SB217.

For over 95 years, the WDL has been advocating for equality. The practice of asking for one's salary history perpetuates an unequitable system where women and people of color are forced to carry lower earnings, as well as gender and pay discrimination from job to job throughout their careers.

Today Maryland women are paid 86 cents on the dollar to men - for the same work. Black women in Maryland are paid only 69 cents on the dollar paid to white, non-Hispanic men. Latinas are paid only 46 cents—the 4th largest wage gap for Latinas in the country. We believe SB217 will give Maryland workers and families equal and fair treatment in the workplace.

Ending reliance on salary history is also good for business. Across the country, small and large businesses from Bank of America, Wells Fargo, and Cisco to Progressive and Amazon, are announcing that they are no longer asking applicants to provide their salary history. Each of these companies acknowledge that the salary history practice perpetuates wage gaps and that employees should be paid based on their experience, skills, track record, and the responsibilities they will be assuming, not on what they happened to be paid in their past job.

We urge you to support the passage of SB217.

The WDL is a IRS approved 501c7 non-profit social organization. All donations are NOT tax deductible.

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