



Chairwoman Delores Kelley
3 East
Miller Senate Office Building
Annapolis, MD 21401

SB 217: Labor and Employment - Wage History and Wage Range
Testimony on Behalf of MD|DC Credit Union Association
Position: Oppose

Chairwoman Kelley, Vice-Chair Feldman and members of the committee,

On behalf of the MD|DC Credit Union Association and the 84 Credit Unions and their 2 million members that we represent in the State of Maryland, we appreciate the opportunity to testify on this legislation. Credit Unions are member-owned, not-for-profit financial cooperatives whose mission is to promote thrift and provide access to credit for provident and productive purposes for our members. We respectfully oppose this bill.

The MD|DC Credit Union Association, and our members, support equal pay regardless of race or gender. While we commend the General Assembly for working to address pay equity, we think this bill will not have the desired impact and will not remedy the issue. It would simply make the hiring process more challenging for both the employer and the prospective employee.

Salary history is just one factor in the hiring process that an employer may consider, along with the applicant's skills, education and prior experience. Salary discussions can help determine whether an applicant's expectations of compensation are aligned with what the employer can realistically offer. Salary discussions early on in the interview process protect applicants and employers from going through a lengthy and rigorous hiring process, only to find out that compensation available for the position is not acceptable for the applicant.

We fully support equal pay and while we agree with the intent of this bill, we do not agree with the method proposed.

Please do not hesitate to contact me at 443-325-0774 or jbratsakis@mddccua.org, or our VP of Advocacy, Rory Murray at rmurray@mddccua.org should you have any questions. Thank you for your consideration.

Sincerely,

A handwritten signature in blue ink that reads "John Bratsakis".

John Bratsakis
President/CEO
MD|DC Credit Union Association